The Signalman's Journal

Volume 76, Number 4 *August 1995*

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UP & SP to Form Largest US Railroad

Union Pacific Corporation said it will buy Southern Pacific Rail Corporation for $3.8 billion, creating the largest railroad in North America with nearly one-third of the industry's revenue.

With the future of the ICC not yet decided due to budget cuts, the merger could be acted on either by the ICC or its successor. With the resulting approval, the merger would create a 32,000-mile railroad serving 25 states, Mexico and Canada. The companies' combined 1994 revenue was $4.83 billion.

FACTS AT A GLANCE

Union Pacific		Southern Pacific
17,800	Route Miles	14,000
35,000	Employees	18,000
$3.264 billion	Revenue	$1.57 billion
$699 million	Operating Profit	$177 million
78.6 percent	Operating Ratio	92.6 percent
3,100	Locomotives	2,400
82,000	Freight Cars	44,500

The merger comes after Burlington Northern's recent purchase of Santa Fe Pacific Corporation. The buy ended a prolonged bidding contest in which Burlington Northern emerged victorious over the UP's hostile takeover attempt, causing the final purchase price to top $4 billion for Santa Fe.

UP has long desired SP's route between Los Angeles and New Orleans by way of El Paso. Presently, UP owns a seldom-used line between El Paso from Dallas-Fort Worth which could ultimately be a connection between central Texas and the West Coast. A UP/SP merger also would solidify control of border crossings with Mexico.

While the UP would gain the only rail route along the Pacific Coast, the merger would create many parallel lines between the Midwest and California.

The current combined work force of both railroads totals over 53,000 employees, with over two-thirds belonging to the UP.

Kirkland Retires; Donahue, Sweeney to Seek Top Job

Lane Kirkland announced June 12 that he will not seek another term as President of the AFL-CIO and a contest emerged between Secretary-Treasurer Tom Donahue and Service Employees President John Sweeney. Donahue announced the same day he would be a candidate for president at the AFL-CIO convention, which will be held in New York in October. The next day, AFSCME President Gerald W. McEntee announced that a coalition of 11 Executive Council members will back Sweeney for president, Mine Workers President Richard L. Trumka for secretary-treasurer and AFSCME Vice President Linda Chavez-Thompson for the new office of executive vice president, which the convention will be asked to create with a constitutional amendment requiring a two-thirds vote. On June 20, Donahue announced that Communications Workers Secretary-Treasurer Barbara Easterling would be his running mate, becoming the first woman to stand for secretary-treasurer of the AFL-CIO.

Little Defeats DuBose as President of UTU

Charles Little, Secretary-Treasurer of the United Transportation Union, was elected president of the UTU, defeating the incumbent, Thomas DuBose. The quadrennial convention held in Chicago, Illinois, was attended by 683 representing 76,000 members in the United States and Canada.

In his acceptance speech, Mr. Little, 59, thanked the delegates for their support and pledged to unite the union, calling upon members to "remember we're the 'United' Transportation Union."

Powerful New Union Emerges

Presidents Stephen P. Yokich of the UAW, George Becker of the Steelworkers and George Kourpias of the Machinists, announced plans to unify their unions by the year 2000. The new union would have approximately two million members, making it the largest AFL-CIO affiliate. It would represent workers in the automobile, aerospace, primary and secondary metals, transportation, chemicals, mining, utilities, electronics and consumer goods industries. All three unions have growing memberships in the health care, public employee, office, professional and technical sectors. AFL-CIO President Tom Donahue praised the proposed merger as "an exciting possibility for the members of these unions to strengthen their position, to make their unions more effective."

The Signalman's Journal

Official Publication of the Brotherhood of Railroad Signalmen

Volume 76, Number 4 **August 1995**

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Cover: Crew Foreman R.E. Sweet and Assistant Signalman D.L. Neal wait to secure the deck portion of a signal bridge being installed on the Orin Line of the Burlington Northern Railroad in Reno, Wyoming.
Photo Submitted By: F.M. Waterhouse, Local 119

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Letters To The Editor

Dear Editor:

I write to share with you the Federal Railroad Administration's vision for the future of the railroad safety regulatory process and to seek your input on that issue. Our vision is one of a truly collaborative process in which management, labor, FRA, and other interested parties seek agreement on the facts and data underlying any real or perceived safety problem; identify cost-effective solutions based on the agreed-upon facts; and, where regulatory action appears necessary, identify regulatory options to implement those solutions. The resultant rules should be reasonable, clear, and enforceable; impose as small a burden as is feasible; and incorporate performance standards, where feasible.

The centerpiece of this vision will be the Railroad Safety Advisory Committee. Establishing the committee will require dedication to the task and some patience, given the necessary approval process. Once established, however, I believe the committee will provide an excellent forum for FRA's receipt of advice and recommendations on regulatory issues. I am very hopeful that the improved process will produce improved results — regulations that are more carefully directed at important safety issues, less burdensome, and even more effective.

I know I can count on the active cooperation of all segments of the railroad industry to improve the regulatory process to the benefit of all concerned.

Sincerely,
Jolene M. Molitoris
Administrator, FRA

Dear Editor:

The members of Local 234 would like to take this opportunity to thank all the officers at Grand Lodge that were involved in the strike action against Safetran. The time and effort you put forth went beyond the scope of your jobs.

It was a pleasure to meet all of you, walk the picket line with you and come to realize that the officers of our Union were willing to stand up for our beliefs.

We also are aware of the amount of time you spent away from your families and wish to take this opportunity to thank your families for their effort also.

We are looking forward to working with all of you again under more pleasant circumstances.

Sincerely,
Mike Leasor, Local Chairman
Local 234 - BRS

Letters appearing in this column do not necessarily represent official BRS position or policy. Parties wishing to write the Editor should address their letters to:

The Signalman's Journal
Box U
Mt. Prospect, IL 60056

The Signalman's Journal reserves the right to edit letters for clarity, punctuation and length. All letters must be signed; however, names will be withheld from publication upon request.

Trade Unionism - Alive and Well

PRESIDENT'S COLUMN

As we prepare to celebrate Labor Day, which honors all the working men and women in America, I ask myself the question, "What does it take to be a trade unionist in this day and age?" The definition of trade unionist is a person who works in the same trade and belongs to a labor organization formed for the purpose of serving their class interest with respect to wages and working conditions.

In order to achieve the "class interest" of a group of individuals, a labor union requires the dedication and commitment of every member in order to prevail.

For every time that we lock hands in a chain of unity, we are confronted by forces that attempt to pull us apart at our weakest link.

Attacks on our membership and our organization come from all directions. The Republicans who have become the majority in Congress continue to attempt to pass legislation that assaults the individual trade unionist and the labor movement as a collective body. With the attempted repeal of the Davis-Bacon Act, the various bills which seek to weaken OSHA, the effort to dissolve Amtrak along with any labor protection, and the legislation to eliminate funding for the ICC, trade unionists are besieged on almost a daily basis.

What the enemies of Labor have failed to understand is that each time they try to reduce our benefits through legislative efforts or force us into submission with the threat of replacement workers, their actions only serve to steel the resolve of trade unionists to raise their collective voice and act as one for the rights of all working men and women.

As I write this message, national negotiations seem to be at a stalemate with the carrier's bargaining arm, the National Railway Labor Conference. The NRLC has let a historic opportunity slip by in failing to negotiate a contract settlement with our coalition. Even though the railroad industry set record profit margins in 1994, the Carriers are intent on increasing their profit margins while neglecting to allow any of the money to trickle down to union workers. As is often the case with record profits, union jobs have been eliminated while the remaining union workers are expected to perform the Herculean task of increasing productivity levels with fewer co-workers.

There is an old railroad saying that every safety rule was written with the blood of an injured worker. A similar statement can be made of our negotiated settlements — every benefit or wage increase that we have received was written with the sweat from the brow of every trade unionist that has come before us.

Even though we are confronted by forces that wish to repeal any gains we have made in the past, it is the continued dedication and commitment of every trade unionist that will allow us to continue negotiating contracts that will increase the standard of living for every working individual.

Through the collective efforts of every working man and woman, our voice will be heard, and it will be heard as one. You can count on that.

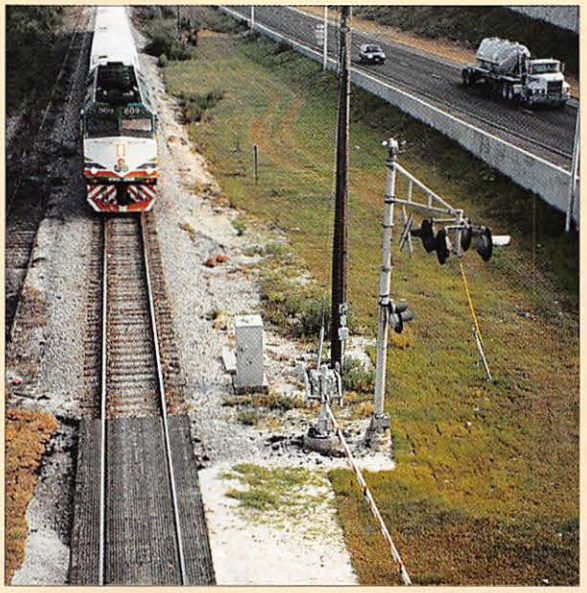
W. Dan Pickett

1995 Photo Contest Entries

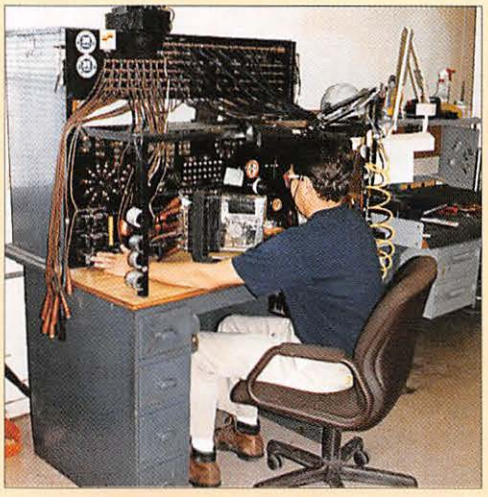
*BN signal crew erects a new signal bridge at M.P. 43 on the Orin Line, 40 miles south of Gillette, Wyoming. Photo submitted by **F.M. Waterhouse**, Local 119.*

*Tri-Rail Commuter Train passing over Old Davie Blvd. crossing. New Davie Blvd. overhead. Photo submitted by **Gary L. West**, Local 16.*

*Metra commuter train leaving Western Ave. yard on Metra's Milwaukee District. Photo submitted by **R. Sell**, Local 183.*

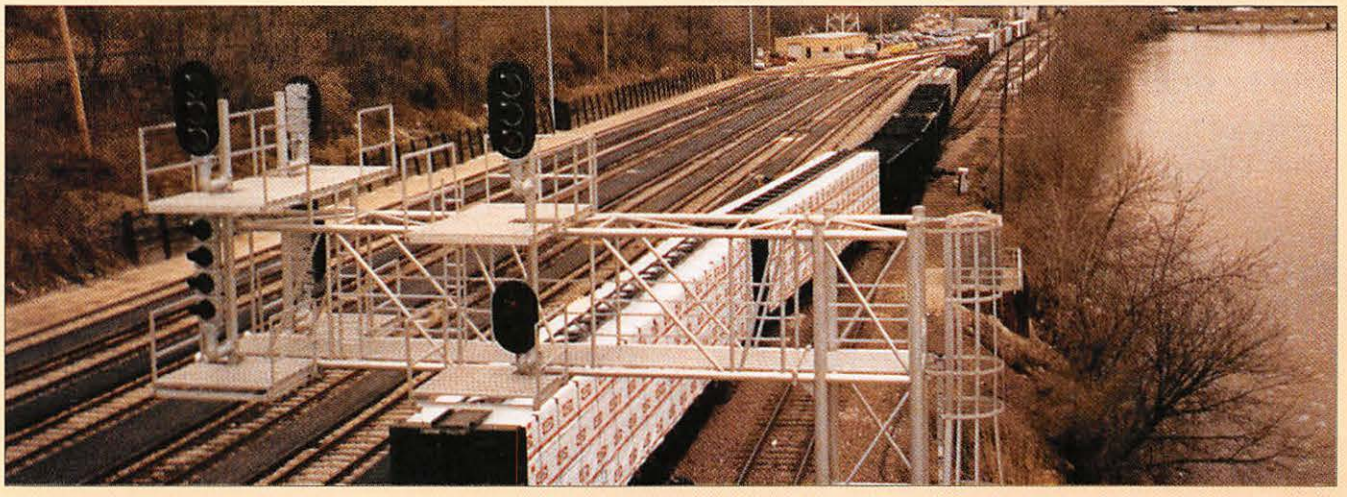


*Left: Southbound Tri-Rail commuter train approaching Old Davie Blvd. Taken from New Davie Blvd. overpass. Right: Gates returning to 90 degrees after passage of train at Old Davie Blvd. Photographs submitted by **G.L. West**, Local 16.*



*Signalman C.E. Stone makes final test on B-relay. The test set, built originally for the ACL shop in 1954 by US&S, is still in use today. Photo submitted by **C.E. Stone**, Local 16.*

Photo Contest Entries



*Soo Line freight train going through crossover at Metra's New Coach Yard in Elgin, Illinois. The Fox River is pictured to the right. Photo submitted by **R. Sell**, Local 183.*

SPL Report:

HR-259 - Elimination of Amtrak Labor Protection

A bill introduced by Rep. Joel Hefeley (R-CO) to eliminate provisions of federal law that provide special support for, or burdens on, the operation of Amtrak as a passenger rail carrier. It would eliminate C-1 and C-2 labor protection, repeal FELA and expand contracting out of signal work and work of other crafts. The BRS opposed this bill. Referred to the Committee on Transportation and Infrastructure.

HR 743 & S 295 - The Teamwork for Employees Act

This bill is a Republican proposal to amend the National Labor Relations Act to allow employers to create sham unions and fake employee committees. The bill would further allow management to hand pick the leaders of these groups and then act as if these non-elected puppets were the voice of workers. This is nothing more than a bill to weaken and bust unions.

S 581 - National Right-to-Work Act

Introduced by Senator Lauch Faircloth (R-NC), this bill would amend the National Labor Relations Act and the Railway Labor Act to repeal those provisions of Federal law that require employees to pay union dues or fees as a condition of employment and for other purposes. The BRS adamantly opposes this bill.

S565 - Product Liability Fairness Act of 1995/Section to Repeal the Federal Employers' Liability Act (FELA)

This bill contained a section that would have repealed FELA. With the help of Senators James Exon (D-NE) and Jay Rockerfeller (D-WV), labor was successful in striking the section that repealed FELA. The BRS believes that the rail industry will continue a concerted effort to repeal FELA. In the House, the Chairwoman of the Railroad Subcommittee, Susan Molinari (R-NY), promised that once Amtrak and the ICC are out of the way there will be subsequent hearings on a variety of other rail issues, promising reform on FELA. In a speech to rail management, Senator Trent Lott (R-MS), Chairman of the Senate Rail Subcommittee, also called for FELA reform. The BRS strongly opposes any attempt to weaken or repeal FELA.

S 167 - Nuclear Waste

Introduced by Senator Bennett Johnston (D-LA). This bill amends the Nuclear Waste Policy Act of 1982. It requires the Department of Energy to build and operate a railroad from existing lines to nuclear storage facilities and exempts DOE and contractors from ICC regulation as a rail carrier. It preserves the existing requirement that DOE notify state and local governments of shipments, provide technical assistance and use private carriers to transport spent fuel. The BRS opposes this bill as written.

S 920 - Rail Infrastructure Preservation Act of 1995

This bill is better known as the Local Rail Freight Assistance; Authorization of Appropriations Bill. This bill is disguised as an emergency disaster relief bill. The true purpose of this bill is to assist and subsidize shortline freight railroads. The BRS opposes this bill because railroads continue to use loopholes in the law to allow shortlines to be created without allowing labor protection for employees affected by shortline sale transactions. The BRS would support this bill if HR 1357 was incorporated to close the loophole under Section 10901 of the ICC.

ATTENTION

ALL AMTRAK WORKERS *YOUR JOB IS FOR SALE*

Amtrak President Tom Downs and his team of well-paid lobbyists are up on Capitol Hill - *RIGHT NOW* - trying to *SELL YOUR JOB!* Whether you're a Signalman, carman, cleaner, clerk or conductor - *Amtrak wants to sell your job to someone else.*

***AMTRAK is proposing to *SELL ALL* their mechanical department jobs to the lowest bidder. Safety will not be a consideration in this transaction. Training will not be a consideration in this transaction. Sweetheart deals for Amtrak management may very well be a consideration in this transaction.**

***AMTRAK is also telling Congressional staff that they wish to *CONTRACT OUT* their RSO, clerical and payroll positions to someone else. Concessions made by these workers over the years to help Amtrak survive will not be considered in this transaction. Sweetheart deals for Amtrak management may very well be a consideration in this transaction as well.**

AMTRAK'S army of lobbyists continue to supply Congress with bogus, unsubstantiated figures regarding the money to be "saved" by *SELLING OUT THEIR EMPLOYEES!

Ask your boss today if he or she knows that your job is for sale. Ask them what will happen to them if you get *SOLD OUT!* See if they'll join you in calling the folks listed below and asking them why they want to *GET RID OF YOU!*

Mr. Thomas Downs, Amtrak President (202) 906-3000
Mr. Tim Gillespie, Government Affairs (202) 906-3939
Ms. Sandy Brown, Government Affairs (202) 906-3939

This affects all BRS members. The possible loss of jobs could have a detrimental effect on Railroad Retirement funding and other negotiated benefits. We must all call and ask for our Senator and Congressional Representative at (202) 224-3121 and ask them to help co-sponsor legislation to prevent binding arbitration and contracting-out and to protect our *RAILROAD RETIREMENT!

FRA, Department Of Defense To Develop High-Speed Rail Technology

The Federal Railroad Administration and the Defense Department announced that a grant of $2.9 million was earmarked to the University of Texas Center for Electronics. The purpose of the grant was to develop an advanced locomotive propulsion system for high-speed passenger train locomotives.

The funding will be used to develop a locomotive propulsion system consisting of a turbine-driven electric generator and mechanical flywheel system. The propulsion system will aide in raising average train speeds and significantly reduce train times on existing railroad lines. The ability of the flywheel to store energy will allow the overall locomotive system to provide optimum fuel efficiency and reduce emissions by one-fourth.

FRA Administrator Jolene M. Molitoris said, "This is the kind of technology America needs. This project will use the best of high technology — turbine engines and advanced electronics — as well as good old American know-how to deliver fast, high quality passenger rail service. It will be a quantum leap towards making cost-effective high-speed passenger rail service an affordable reality throughout the United States."

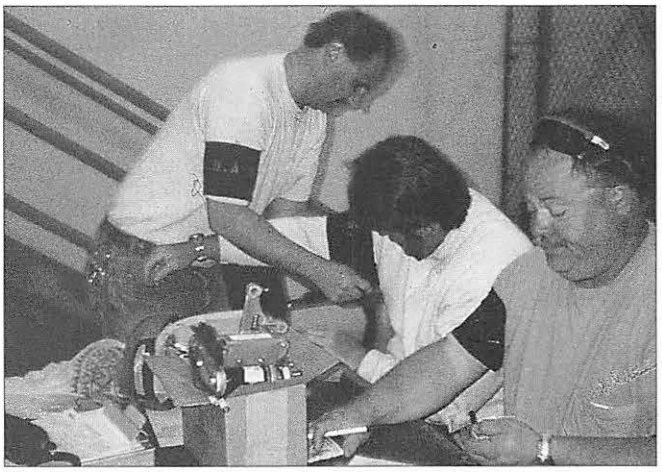
The propulsion system could provide corridors nationwide with fast, quiet and economical high-speed passenger trains able to run on existing tracks without the need for costly electrification infrastructure.

The $2.9 million grant will be matched by the Texas project team.

Signalmen's Memorial Day Held On Metra

Members from Local 183 on Metra, a Chicago commuter railroad, observed a Signalmen's Memorial Day on June 2, 1995. Members wore black armbands while they worked to commemorate the day. The purpose of the day was twofold: one was to voice an awareness of the high casualty rate of Signalmen in the overall accidental death rate on railroads as expressed in the Federal Engineering Fatalities Report; the second reason was to remember the individual Signalmen who have died during the performance of their jobs.

Local Chairman Mike Owens stated, "When one of our Brothers is killed on the job, he deserves more than to be forgotten. We are the only ones who will remember. No one else will care enough to do anything. Policemen, firemen and the military all remember their dead and observe days for their own. Local 183 feels we can do this also." The Local membership felt that the concept was well-received and hopes to expand it in the future.



Local 183 members assist each other in putting on their "Signalmen's Memorial Day" armbands.The armbands bear the initials of D.A. Spreur, a Metra Signalman who was struck and killed by a train while performing his maintenance duties. (l-r) R.H.Heim M.J. Reilly and P.E. Komanski.

Members of Local 183 observe Signalmen's Memorial Day by wearing black armbands. (Back row l-r) J.B. Swopes, R.L. Eastin, J.D. Renfrow, J.S. Anderson, G.L. Daniels, D.F. Gregory, W.J. Dunsworth and W.D. Moore. (Front row l-r) K.C. Lovato, D.A. Moore, D.R. Schreffler, D.W. Moore and D.D. Roberts.

National Negotiations Show Movement

The coalition of rail labor unions consisting of the BRS, International Association of Machinists and Aerospace Workers, the International Brotherhood of Electrical Workers, and the Sheet Metal Workers' International Association, has contacted the Chairwoman of the National Mediation Board, Maggie G. Jacobsen and advised the NMB of their position in contract talks. However, the coalition has not requested the NMB to invoke mediation at this time pending further discussions with the NMB and carrier negotiators.

President Pickett stated, "The labor coalition is going to explore every available option and continue to negotiate aggressively in order to achieve a satisfactory agreement for the membership."

The Labor coalition has met informally with NMB Chairwoman Jacobsen and the National Carriers' Conference Committee (NCCC) in order to reach an agreement before formally requesting mediation.

The labor coalition is perceived as being in the forefront in its progression of talks with the NCCC. The coalition remains unified in the desire to reach a timely agreement with the NCCC.

The negotiating parties have made some progress in narrowing the issues after meeting a total of 20 times during nine months of negotiations.

Negotiations At An Impasse On Wheeling & Lake Erie

The Brotherhood of Railroad Signalmen served a notice as provided by Section 6 of the Railway Labor Act on the Wheeling & Lake Erie Railroad on January 7, 1994. The notice proposed changes in work rules, employee benefits and wages.

The parties met six times between January 26 and December 23, 1994. When it became apparent that progress toward reaching an agreement had ended, the BRS requested the services of the National Mediation Board.

In January 1995, the NMB appointed a mediator and mediation commenced in February. The negotiating parties met eight times with very little progress towards an agreement. The NMB scheduled a session in Washington, D.C. with the Chairwoman of the Board, Maggie Jacobsen. This session ended with the W&LE refusing to negotiate on certain wage issues.

A meeting of the membership was held on July 30, and the membership voted unanimously to reject the carrier's contract offer.

Under the provisions of Article III, Section 26 of the Brotherhood's Constitution, the Norfolk Southern General Committee voted to authorize a strike ballot to be sent to the W&LE membership.

The BRS is presently at an impasse with the W&LE and there are no future meetings scheduled. Under the provisions of the Railway Labor Act, the NMB may choose to proffer arbitration and, if not mutually accepted, release the parties subject to a 30-day cooling off period before self-help can commence.

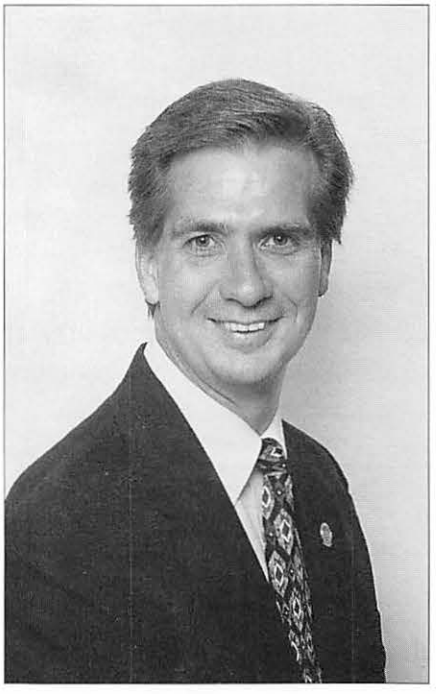
BRS CALENDAR

October 1-4 - Association of American Railroads Communication and Signal Division will hold it's35th Annual Technical Conference at the Galt House in Louisville, Kentucky. For more information contact: William L. Peters, Manager C&S, Communication and Signal Division, Association of American Railroads, 50 F Street N.W., Washington, D.C. 20001.

Mattingly Named Director Of Research; DePaepe Assigned As Publications Editor

On July 1, President Dan Pickett appointed J.L. Mattingly to the position of Director of Research. Brother Mattingly, 39, was appointed Grand Lodge Representative in November 1992, and held that position until being appointed to Publications Editor in March 1994.

First elected Local Chairman of Local 71 in April 1977, Brother Mattingly held that post for five consecutive terms. He also served three consecutive terms as Vice General Chairman on the Louisville & Nashville General Committee. Previously, he had been Recording Secretary for the L&N General Committee and a member of the L&N General Committee's Board of Trustees.



J.L. Mattingly

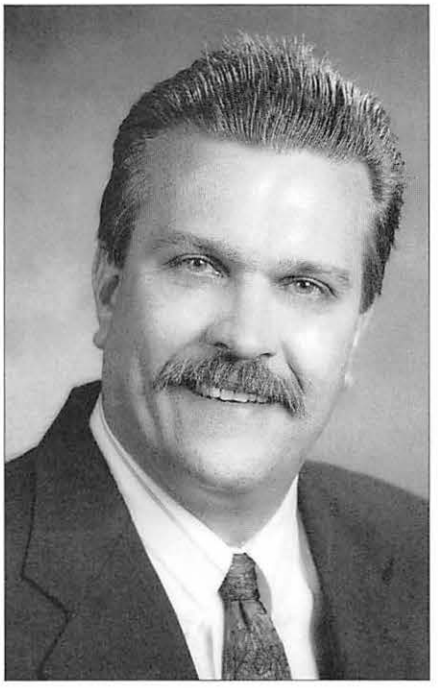
A native of Trenton, Kentucky, Brother Mattingly is a 1974 graduate of Hancock County High School. He has attended Signal Training School in Atlanta, Georgia; the George Meany Center for Labor Studies in Silver Springs, Maryland; and BRS-sponsored training seminars.

Brother Mattingly's appointment followed the resignation of Brother G.A. Gavalla who had been serving as Director of Research, but resigned and returned to the position of Signal Maintainer on Conrail.

President Pickett also announced that T.J. DePaepe will assume the duties of Publications Editor. Brother DePaepe, 37, was appointed Grand Lodge Representative in March 1994.

Brother DePaepe was initially elected Recording Secretary of Local 130 in 1983, and served the Local in that capacity until January 1990, when he was elected Local Chairman.

Brother DePaepe is a 1975 graduate of Saint Benedict High School in Chicago. He attended Saint Vincent DePaul University for one year before embarking on his railroad career. He has attended various Signal Training Programs at CNW's Larry S. Provo Training Center which included Signal Maintainer Development I, II, III, and AC\DC Electronics. In addition to his signal training, Brother DePaepe has attended classes for newswriting and editing union publications at the George Meany Center for Labor Studies.



T.J. DePaepe

Employment Opportunities

The **Bi-State Development Agency** is currently seeking applications for a Signal Maintainer position on the MetroLink Light Rail System.

Applications will be accepted by phone or by sending a confidential resume to:

Geoffrey P. Hubbs
MetroLink
700 S. Ewing St.
St. Louis, MO 63103
Telephone: 314-289-6833
Fax: 314-289-6848

American Systems Technologies, Inc. has a sales and marketing manager position available. Comprehensive knowledge of railroad signal maintenance and installation is required.

Interested parties should call or write:

Sharon Isenhart, HR Mgr.
AST, Inc.
421 S. Nine Mound Rd.
Verona, WI 53593
Ph: 1-800-255-2196

New Study Blasts 'Right-to-Work'

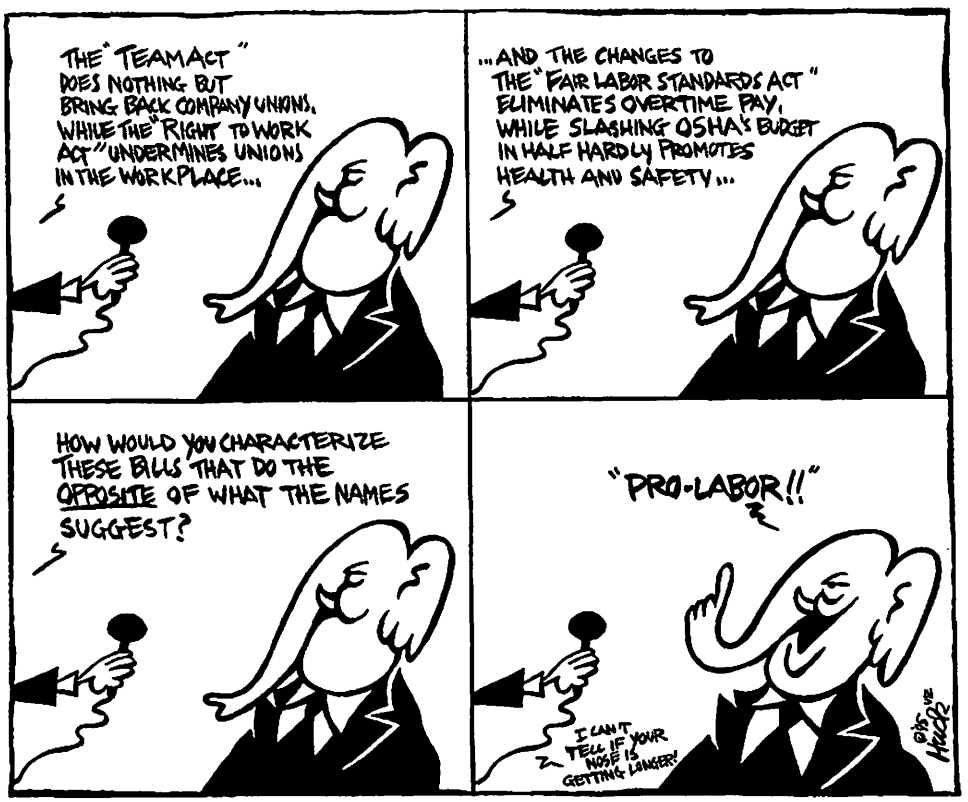
The revelation that workers in the 21 "right-to-work" states earn on average an astounding $4,343 less per year than their counterparts in the other 29 states, is one of a number of findings of a new comparative economic analysis published by the AFL-CIO. The study, entitled *What's Wrong With Right to Work, A Tale of Two Nations*, is a searing economic indictment of "right-to-work." Other findings in the report, which compared so-called "right-to-work" states with free bargaining jurisdictions, include:

- Weekly paychecks for production workers (i.e., higher paid manufacturing workers) in free bargaining states are on average $68.56 or 16 percent higher than for workers in the 21 "right-to-work" states. In fact, of the 15 states with the highest average hourly earnings for manufacturing workers, 14 are free bargaining states. Of the top 25, 22 are free bargaining states.
- On benefits, residents of free bargaining states — where more citizens are union members with union-negotiated health care coverage — on average have a 23 percent higher rate of overall individual health care insurance coverage than persons in "right-to-work" states.
- "Right-to-work" states invest far less of their public resources in education, despite the fact that survey after survey has shown that a state's commitment to education is key to attracting new economic investment and maintaining existing businesses. On average, free bargaining states invest nearly $1,300 or 30 percent more per year per pupil in public education than do "right-to-work" states.
- Don't get hurt on the job in "right-to-work" states because workers injured on the job there get, on average, nearly $110 or 20 percent less in maximum weekly benefits for temporary total disability than injured workers in free bargaining jurisdictions.

On the comparative wage data alone, so-called "right-to-work" states consistently rank at the low end of all 50 states. In fact, not one of these 21 states are among the top 15 having the highest average annual pay. Worse yet, not a single one of them has a pay level above the national average. Meanwhile, on nearly a dozen "quality of life" statistical measurements included in this study, the overwhelming number of these states are also at the bottom of the heap.

Overall, "right-to-work" laws are denounced by the report as "...part and parcel of a low-wage, low-benefit, anti-worker strategy that depresses wages *and* living conditions. If adopted, 'right-to-work' will put a state on the slippery slope toward economic and social decline while doing nothing to stabilize or improve the state's economy." The study concludes that while "right-to-work" "...promises a magic bullet...it delivers a self-inflicted wound for a state, its economy and its workers."

The new report was developed and produced under the auspices of the AFL-CIO Department of Organization and Field Services based on statistical data derived from official U.S. government and other sources.


THE "TEAM ACT" DOES NOTHING BUT BRING BACK COMPANY UNIONS, WHILE THE "RIGHT TO WORK ACT" UNDERMINES UNIONS IN THE WORKPLACE...
...AND THE CHANGES TO THE "FAIR LABOR STANDARDS ACT" ELIMINATES OVERTIME PAY, WHILE SLASHING OSHA'S BUDGET IN HALF HARDLY PROMOTES HEALTH AND SAFETY...
HOW WOULD YOU CHARACTERIZE THESE BILLS THAT DO THE OPPOSITE OF WHAT THE NAMES SUGGEST?
"PRO-LABOR!!"
I CAN'T TELL IF YOUR NOSE IS GETTING LONGER!

Profits Soaring-But Workers Don't Share

American workers are not getting a fair share of fast rising corporate profits. The big corporations and their top executives are doing very well — and they are getting a lot of help from the anti-union, anti-worker, Republican-dominated Congress with its proposals for company unions, repeal of the Davis-Bacon and Service Contract Acts, and its filibuster last year killing the bill to stop striker replacements.

Corporate profits are booming. A major business monthly calls profits "dazzling" and "stunning." Corporations have boosted profits at an extraordinary pace due to sales gains accompanying a better economy, higher productivity, and continued price increases.

The enormous profit boom has been going on for three years. These gains have far exceeded the need to make up for profit declines during the recession. Since 1989, corporate profits, excluding bank earnings, are up 62 percent, according to the Commerce Department. Dividends are up, and the value of corporate stocks has soared with the rise in profits. The result is an enormous gain in the income and wealth of the nation's wealthiest citizens.

Workers have failed to share in the profits from the goods and services they helped produce. Little, if any, of the huge profits at the top have trickled down to those on the lower rungs of the corporate ladder. Workers' wages have performed poorly, generally failing to rise enough to keep pace with rising prices. Over the past three years, workers have failed to realize any benefit from the better than usual productivity gains. Workers lost ground to inflation in 1992 and 1993, and realized a scant 0.1 percent gain in buying power in 1994.

The boom in profits has not made corporations any less stingy when it comes to granting pay increases, except at the very top of the corporate ladder. Cost conscious firms continue to downsize without regard to the effect on employees, and they continue to raise prices even though there seems to be no justification for doing so.

The Profit Surge

Business Week magazine compiles one of the best known profit reports which includes 900 of the nation's largest corporations. For the 900 firms in their report, *Business Week* reports an "astonishing" 40 percent gain in corporate profits. This follows two years of enormous increases of 19 percent in 1993 and 20 percent in 1992. The magnitude of these gains is corroborated by other business publications, including *Fortune* magazine.

For the *Business Week* 900 corporations, the return on stockholders' equity rose to 15.9 percent in 1994, an enviable return compared to the 3 to 5 percent returns available to most small savers.

The Commerce Department, as part of its statistical collection of information on production and incomes, collects profit data as well. The Commerce Department measures profits conservatively, in that they exclude earnings on overseas investments which are now a major part of many companies' earnings. They also exclude profits on the sale of assets including land, stocks, and used plant and equipment, which also contribute significantly to profits.

The Commerce Department data show a whopping 22 percent increase in profits for non-financial corporations in 1994, following increases of 7 percent in 1993 and 28 percent in 1992.

Profits as a percent of sales is a common measure of a firm's profit performance. Using Commerce Department data, the increase in profit on sales can be used to demonstrate the effect of the increase in profits on shortchanging workers. In the Commerce data on non-financial corporations, profits on sales of non-financial corporations rose from 4.6 cents on the dollar in 1989 to 5.9 cents in 1994.

The increase in the profits on sales may seem small, but the impact is substantial. If corporations had maintained their 4.6 percent profit margin, their profits would still have risen a substantial 7 percent in 1994 (instead of 22 percent), allowing their employees' wages to rise $700 each, or a 3.4 percent pay increase. If income had been used this way, workers would have enjoyed a significant increase in buying power of 3.5 percent instead of the meager 0.1 percent that they received.

Profits continued their steep climb in the first three months (first quarter) of 1995. The time after the Christmas season is often slow for business, but the first three months of 1995 were not. *Business Week's* Corporate Scoreboard touts the 30 percent climb as the fastest for any first quarter since 1984.

Profits of Firms and Industries

In terms of the dollar volume of profits, General Electric led all firms with a $5.9 billion take. General Motors, Ford, Exxon, and Philip Morris follow General Electric in the top five most profitable firms.

A common way to rank firm and industry profitability is to look at profit on stockholders' equity. Basically, this measures the percentage return on the money that stockhold-

ers have invested in the company. Overall, firms in the *Business Week* survey had a very high 15.9 percent return on equity, up from 10 percent in 1992.

Auto companies were the most profitable firms when ranked by return on equity, registering a huge 35 percent return. Beverage manufacturers were second with a 30 percent return followed by drug manufacturers with 28 percent. Personal care products also had a return of 28 percent.

The spotlight on drug companies' excessive profits during the health care debate apparently had no effect of moderating their behavior.

The average return in stockholder equity in the railroad industry was 17.1 percent.

The nine railroads listed in the report consisted of: Burlington Northern, Chicago & North Western, Conrail, CSX Transportation, Norfolk Southern, Atchison Topeka & Santa Fe, Southern Pacific and Union Pacific. The average return on stockholder equity in the railroad industry was 17.1 percent. This included a high of 35.5 percent for the CNW and a low of 13.3 percent for the ATSF. The 17.1 percent average return in the railroad industry easily surpassed the 15.9 percent average return of the 900 corporations listed in the report.

Most Rapid Profit Gains

Profit gains by the already highly profitable are illustrated by the following gains of firms that were already earning more than 10 percent on equity.

Auto companies made large gains with profits rising 89 percent. Profits more than doubled at both Ford and General Motors, while Chrysler boosted profits 54 percent.

Profits at telecommunications equipment and service firms rolled in with a 49 percent rise. Despite well advertised competition in long distance telephone service, Sprint boosted profits 84 percent, and AT&T and MCI each raised profits 27 percent.

Producers of various manufactured products showed enormous profit increases. Special machinery manufacturers raised profits 79 percent, with FMC quadrupling, and Clark Equipment doubling profits.

Stanley, a manufacturer of machine and hand tools, raised profits by 35 percent.

Profits of Gillette, a manufacturer of shaving products, went up 64 percent.

Drug companies also showed a rapid increase in profits with a rise of 29 percent. For health care firms overall, profits were up 28 percent; drug companies Warner-Lambert and Pfizer doubled profits in 1994.

Appliance and home furnishing producers showed a 28 percent increase, and beverage corporations increased profits 23 percent.

Productivity

Productivity was a success story in 1994. New technology, working smarter, and better utilization of plant and equipment are some of the reasons that the growth of goods and services produced for each hour worked was above average.

Productivity for private business rose a healthy 2.5 percent in 1994, following rises of 1.5 percent in 1993 and 2.9 percent in 1992. Over the past five years, productivity rose 9 percent. In manufacturing, the productivity increase was much larger. Output per hour in manufacturing rose 5 percent in 1994 and 15 percent over the past five years.

These productivity increases mean that the economy is capable of providing a substantial rise in the buying power of all Americans. And it means that both profits and wages can rise without price increases. Unfortunately, productivity gains have not been used to raise worker buying power. Price increases have cancelled wage gains, turning all productivity increases into higher profits.

Prices

Consumer prices went up 2.5 percent in 1994, following a 2.8 percent increase in 1993.

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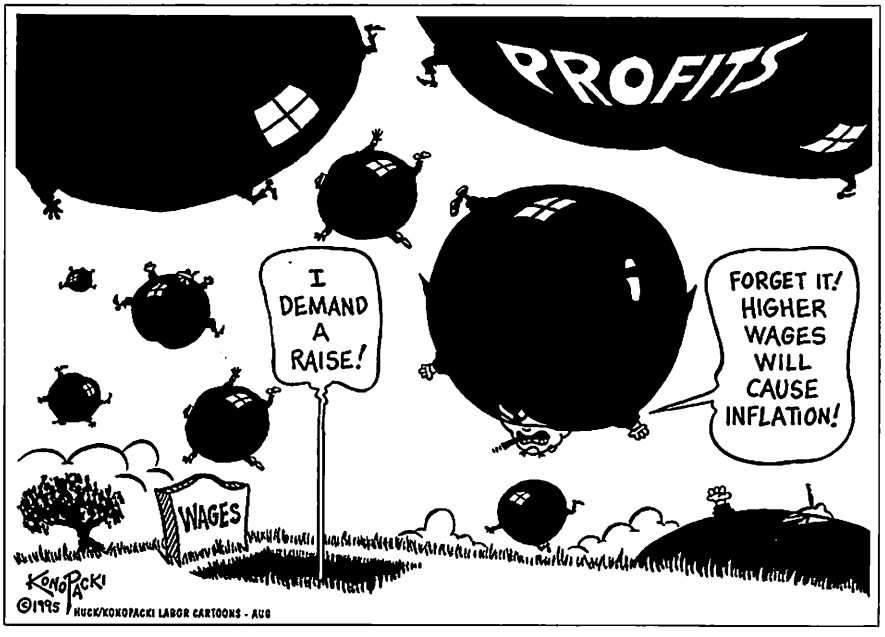

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In a few cases, price increases may be justified by cost increases, but the question remains why so many companies raised prices when their profits were rising so rapidly in 1994.

For example, automakers raised new car prices 3.2 percent despite soaring profits. Medical care commodities rose 3 percent while profits of these companies also soared. Prescription drug prices were raised 3.3 percent and nonprescription drugs 2.3 percent.

Major household appliance manufacturers raised prices 3.6 percent, and furniture prices rose 1.6 percent as profits rose 28 percent for these companies.

Personal care products such as soaps, detergents, shampoos, and toothpaste rose 1.9 percent in price, while the profits of companies producing these products more than doubled.

In the absence of these price increases, corporate profits would still have shown a huge increase due to the growth in sales and productivity.

Wages

The position of workers has been weakened by repeated attacks on unions. While firms set prices and collect the revenues, workers are in the unenviable position of asking for wage increases from employers who increasingly feel no responsibility to share their gains.

Hourly wages of production and nonsupervisory workers rose 2.6 percent in 1994. With prices rising 2.5 percent, workers were able to realize a scant 0.1 percent rise in purchasing power. In other words, a worker with a $400 per week paycheck might realize a 40 cent increase in buying power.

As tiny as that gain was, it was better than workers have done since 1986. Workers' buying power declined in each of the previous seven years as prices rose faster than wages. Unfortunately, the increase in buying power in 1994 does not begin to offset the cumulative 5 percent loss in buying power over the past eight years.

Executives' pay, in contrast to workers' wages, has been booming. The average pay of chief executive officers of major corporations was $2.9 million in 1994, and more than 500 were paid over $1 million, according to the *Business Week* survey of 742 companies. Executives' pay includes salary, bonus, and other compensation including stock options.

Chief executives have been getting substantial pay hikes in recent years. In 1994, executive salary and bonus increased by 10 percent while workers' wages rose only 2.6 percent. In many cases executives' total pay went down because they did not cash in their stock options since the stock market was not at its peak.

The $2.9 million average pay of 1994 was 55 percent higher than the $1.9 million average they received five years ago. That compares to a 15 percent increase in workers' wages in the same period. On a daily basis, chief executives received more than $10,000 per day. In other words, it takes a chief executive only two days to earn as much as the average worker receives in wages for a year.

In 1994, executive salary and bonus increased by 10 percent while workers' wages rose only 2.6 percent.

Chief executives apparently are still not satisfied. *Business Week* expects to see much higher pay for chief executives in coming years. They report that the most recent pay contracts are even more lucrative than those of the past, and executives' pay doesn't reflect stock options that they have received but not yet cashed in. In short, *Business Week* reports that "You ain't seen nothing yet."

Higher productivity and higher sales have generated profits that benefited owners and managers of the companies but not their workers.

Economic Effect of Surging Profits and Lagging Wages

The failure of wages to grow reduces the ability of consumers to buy new products and services. The absence of income gains for most Americans means that consumer purchasing power is not keeping up with the capability of companies to produce. The lag in consumer purchasing power will act as a brake on economic growth and contribute to recessionary pressure.

The rapid growth in profits with no growth in the buying power of workers is unique in the decades since World War II. While purchasing power growth commonly lags profits, the lag has not been so great for so long a period of time. The equity concerns are obvious. The world's most productive economy, which has produced the most affluent nation, is now producing only for the benefit of a minority of the nation's citizens. While production and the wealth of the United States grows, American workers' living standards, vacation time, and job security have diminished.

To reverse the direction of the economy toward increasing inequality between wage earners and those at the top of the income ladder, public policy must adopt a strategy for that purpose. The strategy must include raising the minimum wage and strengthening collective bargaining.

American workers deserve a fair share of the boom in corporate profits. This is good for workers and their families — and it's good for the U.S. economy.

FRA Schedules Public Meetings For Alternatives To Whistle Ban

The Federal Railway Administration will hold public meetings to solicit public opinions on alternatives for writing a rule to require warnings at railroad crossings.

Due to the provision in the Swift Rail Act of 1994, the FRA was instructed by Congress to issue a rule mandating use of horns at all public crossings by 1996. The rule will pre-empt local ordinances banning horn blowing.

The FRA will be working in conjunction with local communities, the Association of American Railroads and the National Conference of Mayors during the rulemaking process.

The law allows FRA to identify additional safety measures that would be an alternative to the use of train horns. Some of the possible alternatives are repositioning of crossing gates which would limit motorists' access, such as median barriers that come out of the ground and block all access to the rail crossing or steel netting that descends from poles and restrains vehicles from entering the crossing. Additional barriers include "four quadrant" gates; retractable steel nets which will be attached to goalpost-like towers, paired one way streets that extend across the roadway; temporarily closing streets at night; and elimination of crossings altogether.

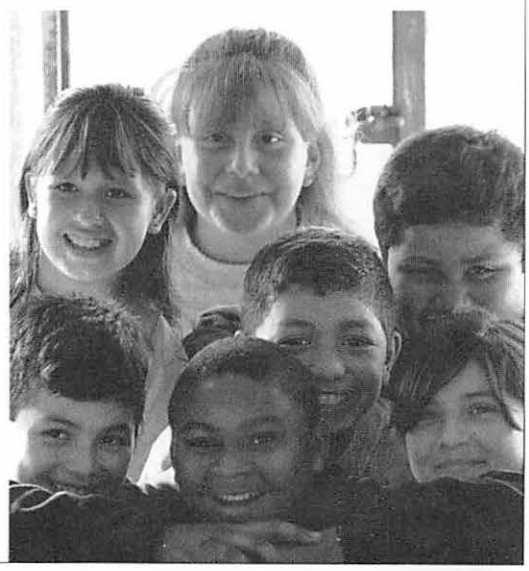
The accident statistics for 1994 showed that 1,923 people were injured and 610 motorists were killed in rail crossing accidents. Of all railroad crossings in the United States only 1.25 percent operate under whistle ban ordinances enacted by local communities. FRA reported that on average 145 accidents occur at railroad crossings where whistle bans are in effect which result in an additional 10 fatalities and 47 injuries.

FRA Administrator Jolene Molitoris stated: "The report clearly shows that train horns significantly reduce the likelihood of highway-rail crashes. Too often the choice comes down to hearing the whistle of a train or potentially the siren of an ambulance. These horns are saving lives."

When's the Last Time You Made an Investment With a Guaranteed Return?

Healthier kids. More active senior citizens. Teens reaching out to teens and extraordinary men and women devoting their time and talents, just because they care. These are the kind of returns you can expect when you invest in your local United Way. Your dollars go right back into your community—helping nonprofit agencies and volunteers provide everything from food and shelter, to disaster relief and day care.

Working together for a better community. That's the common goal of the labor movement and United Way. So, when a union brother or sister approaches you about supporting United Way, please give generously.



UNITED WAY AND UNIONS
Reaching Those Who Need Help.
Touching Us All.℠

"Signalwoman Samantha" & Rosie The Riveter

Women working in factories? Women building planes, tanks and ships? Women operating rivet guns, drill presses, lathes or stamping machines?

This was unimaginable to most Americans before World War II, but the pressure of the war forced America to use all resources. Men and women donned uniforms and went around the world to fight what writer Studs Terkel called "The Good War."

On the Home Front, everyone was called upon to do his or her part. Seven-year-olds planted victory gardens, housewives devised recipes to make cakes without rationed ingredients, and car owners joined carpools to save rubber and fuel. In short, everyone in the United States wanted to participate in the war effort.

The United States put more than 16 million men in uniform during the war. They were the fittest and most skilled segment of the population. With so many in uniform, the nation faced a labor shortage. At first, members of the War Manpower Commission wanted to encourage civilian men, such as attorneys, to work on night shifts at defense plants. But by early 1943, they realized this wouldn't work. Women had to fill the need.

In April 1943, the commission's Women's Advisory Service issued the "War Job Platform of American Women." It urged women with young children to stay home with them — saying "under no circumstances can the children upon whom the future of the Nation depends be neglected."

Women without children were encouraged to fill defense plant and other important jobs vacated by fighting men. "The men of the armed forces must never lack equipment, arms, or medicines because some woman was unwilling to work with her hands, her head and her heart," said the platform.

Part of Rock Island (Local 40) Signal Gang (left to right): Anita Leo, Mary J. Bratcher, Betty L. Merrit, and Ester F. Lenz. The gang is part of the Signal Engineer's forces and is assigned to case wiring for a C.T.C. installation.

Women left farms, homes and traditional female jobs to become aircraft mechanics and to make bombs and weapons. They soon became known by the nickname from a popular song titled, "Rosie the Riveter." At Kelly Field (now Kelly AFB) in Texas, they were called "Kelly Katies."

One former "Kelly Katie," Eleanor Nesloney, was a beautician in Winters, Texas, when she saw a training program ad. "My sister and I went up to Abilene, Texas, to register — we wanted to be a part of the war effort," she said.

"We didn't hear anything for about six or seven months, then we were told to report to Duncan Field in San Antonio. They tested us almost three months, then asked us to pick the area where we wanted to work. I picked engines, although I don't know why."

Nesloney spent 535 hours in the San Antonio War Industries Training Program. She studied hydraulics, technical orders, blueprints, sheet metal, welding and heat treating. Much to her surprise, she said, she did very well, earning an A.

Her high grade netted a job as an engine inspector on the swing shift. "There were some men on the production line earning less than

me," she said. "They were upset." When she left the job at the war's end, she was making $2,600 a year — more than twice her beautician earnings.

Nesloney and the other Katies worked six days a week in the plant. "It didn't seem bad at the time," she said. Nesloney met her husband, John, on the job at Kelly. An industrial engineer, John had returned to Kelly from an assignment at Burtonwood Air Base in England. She "retired" after marrying John and devoted herself to raising their three children.

Nesloney's experience backs up the point made by Maureen Honey in her book, *Creating Rosie the Riveter: Class Gender and Propaganda*. Honey maintains that the idea that Rosies were mostly former housewives is a myth. She said most were employed in traditional female jobs and took defense work because it had better pay and more prestige.

In addition to the many women who answered the call to the factories, there were women joining the ranks of the Signal Departments on railroads all across the nation. One of those women was Marie Blaga, who worked for the Pennsylvania Railroad, assigned to the Signal Repair Shop. Among her duties were keeping time for the gangs and assisting the testmen.

On the Santa Fe Railroad, Julie Hughes, worked as a crossing flagwoman due to the shortage of men during World War II.

In 1943, four women were hired into Local 40 as members of a Rock Island Signal Gang. Anita Leo, Mary J. Bratcher (daughter of L.W. Schildmiller, former General Chairman and a Leading Signalman on the Rock Island), Betty L. Merrit (daughter of G.A. Swanson, a Leading Signalman on the Rock Island), and Esther F. Lenz performed case wiring for a C.T.C. installation as members of the gang. All four women were married to men serving in the armed forces.

When men were needed to fight in WWII, over 2,000 Signalmen answered the call of Uncle Sam. Due to the resulting shortage of men in the workplace, women responded in unprecedented numbers to make sure there would be an adequate amount of arms and supplies to ensure that America's fight for freedom would prevail.

The Brotherhood of Railroad Signalmen would like to thank all the men and especially the women who made the victory effort possible.

American labor was crucial to the winning of World War II. We would like to thank and honor those who worked on the home front, and the two thousand-plus Signalmen who answered the call to duty during World War II. The following list of dates shows when and where the *50th Anniversary of World War II Commemoration Committee* has scheduled American commemoration events.

"LST Association National Convention," Omni Hotel, Cincinnati, OH (Aug. 30-Sept. 4)
"Midway Memorial Dedication," Midway Island (Aug. 31)
"50th Anniversary of the Peace Accords," Admiral Nimitz Museum, Fredricksburg, TX (Sept. 2)
"End of the War in the Pacific Commemoration," Sommeral Field, Fort Myer, Arlington, VA (Sept. 2)
"VJ Day, End of the War in the Pacific (EOWP), the End of WWII," Honolulu, HI (Sept. 1-3)
"Memorial Service at Pearl Harbor Submarine Memorial," Honolulu, HI (Aug. 31)
"25th Infantry Division Review," Wheeler Army Airfield, Honolulu, HI (Sept. 1)
"Parade of Ships and Aircraft Flyover," Waikiki Beach, Honolulu, HI (Sept. 1)
"Hawaii Remembers," Waikiki Shell, Honolulu, HI (Sept. 1)
"The Natl. VJ Day Commemoration," National Memorial Cemetery of the Pacific, Honolulu, HI (Sept. 2)
"Naval Commemoration on Board the USS Carl Vinson," Pearl Harbor, Honolulu, HI (Sept. 2)
"End of War in the Pacific/VJ Day Commemoration," Battleship North Carolina, Wilmington, NC (Sept. 2)
"50th Anniversary of WWII Remembrance Commemoration," Cole Land Transportation Museum, Bangor, ME (Sept. 2)
"American Legion National Convention/50th Anniversary of WWII Victory Commemoration," Indianapolis, IN (Aug. 31-Sept. 6)
"End of the War in the Pacific/VJ Day on USS Missouri," Bremerton, WA (Sept. 2)
"American World War II Orphans National Conference and VJ Day 1995 Commemoration," Sheraton Towers Hotel, Seattle, WA (Aug. 31-Sept. 3)
"V-Day, 50 Year Anniversary 'Victory' Commemoration," Omaha, NE (Sept. 1-4)
"End of the War in the Pacific/VJ Day," Scott Bolin Plaza, Phoenix, AZ (Sept. 2)
"Pittsburgh Founders Council's 1995 Memorial Day Weekend Celebration," River Plex, Pittsburgh, PA (Sept. 1-3)

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"WWII Submarine 'Wall of Honor' Celebration," Groton, CT (Sept. 1-3)
"VJ Day Concert," Saratoga Performance Arts Center, Saratoga, NY (Sept. 2)
"Detroit Tigers Honor the WWII Veteran on VJ Day," Tiger Stadium (Sept. 2)
"'Rally Around the Rock' 50th Anniversary of VJ Day Commemoration," Jerome Township Cemetery, Jerome, OH (Sept. 2)
"Aviation Heritage Air Show," Louisville, KY (Sept. 2-4)
"'MIS-Past, Present and Future' U.S. Army Military Intelligence Service Japanese Language-Linguists Reunion," Doubletree Suites Southcenter, Seattle, WA (Sept. 6-8)
"'End of the War' Commemoration 106th Infantry Division Association Reunion," Orlando, FL (Sept. 7-9)
"87th 'Golden Acorn' Infantry Division Reunion," Charleston, WV (Sept. 17-24)
"Salute to Congressional Veterans of WWII," National Air & Space Museum, Washington, DC (Sept. 20)
"4th Marine Division Reunion," Maui, HI (Sept. 17-24)
"NAS Alameda Fleet Week," Alameda Naval Air Station, Alameda, CA (Oct. 7-9)

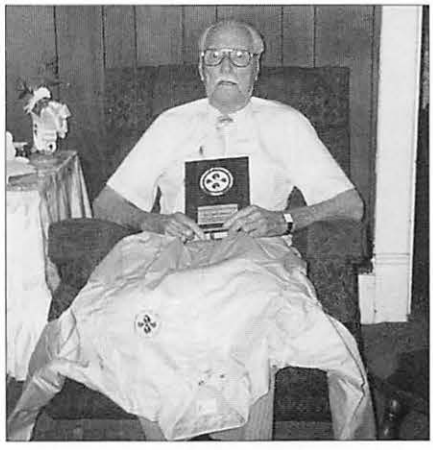
For more information contact:

50th Anniversary of World War II Commemoration Committee
1213 Jefferson Davis Hwy.
Crystal Gateway Four, #702
Crystal City, VA 22202
(703) 604-0819

Hometown Honors Retired BRS Member

On May 26, 1995, retired Local 20 member, Roy C. Rankin, 97, was honored by his hometown of Chillicothe, Illinois, for his contributions to the city as an outstanding citizen.

He served on the village board of North Chillicothe for 35 years and was appointed secretary to the police and fire commission in 1972, where he served for 13 years. He received a 75-year pin from George Washington Masonic Lodge No. 322 and was Master of the Lodge from 1940-1942.



Brother Rankin poses with the plaque from the BRS in honor of "Roy Rankin Day."

As part of the celebration President Dan Pickett sent Brother Rankin a commemorative plaque featuring an engraving of the Brotherhood's emblem and a message acknowledging Brother Rankin's 67 continuous years as a member of the BRS. The Brotherhood also presented him with a BRS jacket and hat.

President Pickett noted that Brother Rankin was initiated as a member of Local Lodge 20 in February of 1919 and he remained an active member until his retirement in 1964. Brother Rankin held the offices of Local Chairman and Chief Signalman and was also elected as a delegate to several BRS Conventions while a member of Local 20.

Brother Rankin spent his 47 year railroad career working on the Atchison, Topeka and Santa Fe Railway.

After 67 years as a member Brother Roy C. Rankin still wears the Brotherhood of Railroad Signalmen logo with pride.

Rankin married Pearl E. Niggermeyer, now deceased, and is the father of one son. He also has three grandchildren and seven great-grandchildren.

Labor Day Brings Out The Union Bashers!

By: Charles E. Mercer
Charles E. Mercer is the Secretary-Treasurer of the Union Labor & Service Trades Department, AFL-CIO.

As sure as the sun rises daily from the east, with Labor Day '95 approaching we can count on newspaper editorialists and columnists and radio and TV commentators to tell us again that unions have outlived their usefulness and soon will disappear.

Ever wonder why, if what they keep telling us were true, they still find it necessary to say it after all these years. I remember first reading it and hearing it in the mid-50s.

How come we're still here; not only here, but vigorous and growing again despite the best shots of the pundits and politicians of the right.

A few facts provide some of the answers.

The first is that this nation's workers, whatever the color of the collar they wear — blue, pink, white, or chartreuse — are intelligent people. They're recognizing baloney and false promises for what they are, however they're sugar-coated, whatever the new terminology in which they're wrapped.

(Speaking of baloney, one Capitol Hill reporter was more correct than he may have known not long ago when he wrote about a Congressional hearing on the "Team Work for Employers & Managers" bill. (Emphasis supplied.) He was only one letter off from the name used by the right-wing sponsors of the attempt to legalize company unions: the "Team Work for Employees & Managers bill.)

More facts:

- Union membership in the U.S. increased again last year, for the second year in a row after 14 years of decline, reaching 16.7 million.

Significant growth occurred where jobs are increasing, in the public sector, as well as among professional and white collar employees.

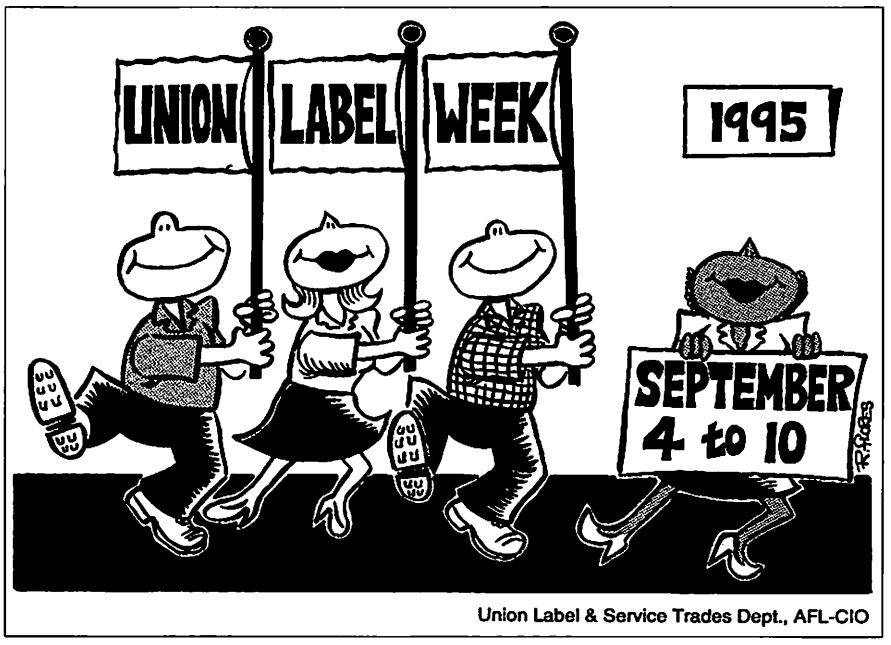
- Union members continue to earn appreciably more than unorganized workers — an average of $23 an hour in wages and benefits in the private sector, compared to $16 for non-union workers; a 44 percent advantage for union workers.

In terms of just wages and salaries, union private-sector workers averaged just under $15 an hour, compared to just under $12 for non-union employees. Benefit compensation provided under union contracts came to nearly twice the worth of benefit payments in non-union situations.

It is clear that unions have not outlived their usefulness.

Those who keep telling us that they have should remember the truism that Abraham Lincoln once uttered to a caller at the White House. Lincoln pointed out that while you might be able to fool all of the people some of the time, and some of the people all of the time, you cannot fool all of the people all of the time.

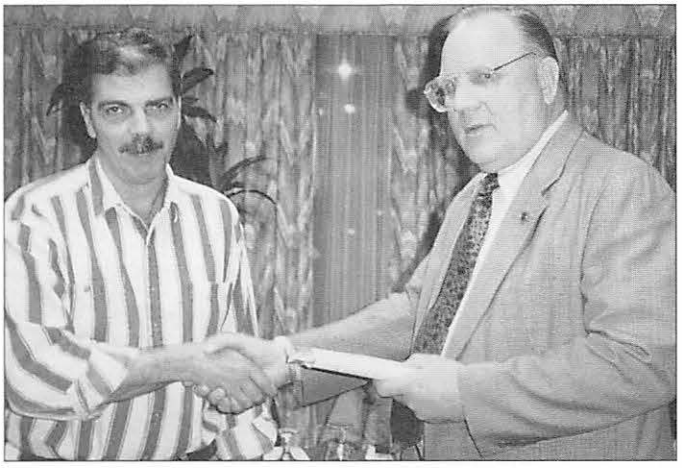
Have a good Labor Day!



Union Label & Service Trades Dept., AFL-CIO

Local and General Committee Meetings

A new BRS member getting sworn in at Local 161's annual Ute Lake, NM meeting.



R.N. Neuer (left) being congratulated by Vice-President W.A. Radziewicz after being sworn in as Local Chairman for Local 84. Brother Neuer is a Signal Inspector for New Jersey Transit Rail.

Union Pacific General Committee Meeting in Las Vegas, NV, on June 3. (Back row l-r) M.D. McGirr, K.R. Edgar, R.G. Behrens, B.S. Gordon, S.S. Thompson, P.S. Hafner and T. Stewart. (Front row l-r) K.R. Johnson, B.C. Fritz, W.S. Rowley, W.D. Pickett, T.R. Macken and P.A. Stevens.

Right: Active and retired members enjoying Local 39's annual summer picnic.

Local 106 members at their regular meeting in May. (l-r) D.A. Boston-Grand Lodge Representative, H. Frias, G.Stern-Recording Financial Secretary, E. Mellinger, B. Sides-Local Chairman, M. Garret-Local President, B. Musser, and W.A. Radziewicz-Vice President.

Southwest General Committee members meeting in Reno, NV, June 4-7. (Back row l-r) R.R. Foley-Secretary-Treasurer, E. Crossen, E. Rosebure, R. Kidder, M. King, J. McArthur and W.D. Pickett-President-BRS. (Front row l-r) V.D. Bradford, B. Whitlock, G.E. Jones-GC, and P. Christensen.

(l-r) Trustee T.B. Luna, General Chairman G.E. Jones and Trustee T. McWhorter at the Southwest General Committee.

J. Anousakes (standing) addresses General Committee 20 members on UP-CNW merger issues. (Seated, l-r) M. Owens, C. Kocian, F. Nobile, P.R. Singletary, T. Sterling, P. McCarty, D.E. Beck, and D. Tobias.

Railroad Retirement INFORMATION

Railroad Retirement Board Financial Report

The Railroad Retirement Board is required by law to submit annual reports to Congress on the financial condition of the railroad retirement system and the railroad unemployment insurance system. These reports must also include recommendations for any financing changes which may be advisable in order to ensure the solvency of the systems. In June, the Board submitted its 1995 reports on the retirement and unemployment insurance systems.

The following questions and answers minimize the findings of these reports.

1. How much money is in the railroad retirement trust funds?

By the end of the 1994 fiscal year, the balance in the Railroad Retirement Accounts was $12.8 billion, registering an increase of over $770 million over the previous year. The balance in the Railroad Unemployment Insurance Account was $225.7 million.

2. What was the overall finding of the 1995 report on the financial condition of the railroad retirement system?

The 1995 report, which addressed railroad retirement financing during the next 25 years, was generally favorable.

It concluded that, barring a sudden, unanticipated, large decrease in railroad employment, the railroad retirement system will experience no cash flow problems for over 20 years. However, the long-term stability of the system, under its current financing structure, is still dependent on future railroad employment levels.

Over the years, the main source of income to the railroad retirement system has been a payroll tax on railroad employment. The amount of income that the tax produces is directly dependent on the number of railroad employees covered under the system. Therefore, actual levels of railroad employment over the coming years will largely determine whether any financing changes are necessary to ensure the system's solvency.

3. What methods were used in evaluating the financial condition of the railroad retirement system?

The 1995 report projected the income and outgo of the railroad retirement system from 1995 to 2019 under three employment assumptions, utilizing different patterns of changes and decreases in the railroad work force. Projecting income and outgo under the three employment assumptions, the report indicated positive balances at the end of the projection period under two assumptions and forecast potential cash flow problems only under the most pessimistic assumption. For all years shown, the 1995 report also reflected higher account balances than the 1994 report.

This improvement in the projected balances is primarily attributable to legislation enacted in 1994 that extended on a permanent basis the transfer to the railroad retirement system of revenues derived from Federal income tax on tier II railroad retirement benefits.

4. Did the 1995 report on the railroad retirement system recommend any financing changes?

The report did not recommend any changes in railroad retirement payroll tax rates at this time.

5. What were the findings of the 1995 report on the financial condition of the railroad unemployment insurance system?

The unemployment insurance financial report projected that maximum daily benefit rates will increase to $47 by the year 2003, but experience-based contribution rates will keep the system solvent, except under the most pessimistic assumption. Even under that assumption, the account would experience only a small, short-term cash flow problem requiring a loan, and such a loan would be quickly repaid.

Under the Railroad Unemployment Insurance Act's experience rating provisions, each employer's payroll tax rate is determined by the Railroad Retirement Board

on the basis of benefit payments made to the railroad's employees. The report estimated that average employer contribution rates will remain below one percent through 1996 and increase thereafter. However, even under the most pessimistic assumption, the average employer contribution rate remains well below the maximum throughout the projection period.

6. What methods were used to evaluate the financial condition of the railroad unemployment insurance system?

The economic and employment assumptions used in the unemployment insurance report corresponded to those used in the report on the retirement system. Projections were made for various components of income and outgo under each of the three employment assumptions, but for the 10-year period 1995-2004, rather than a 25-year period.

Unemployment levels are the single most significant factor affecting the financial status of the railroad unemployment insurance system. However, the unemployment insurance system's experience rating provisions adjusting contribution rates for changing benefit levels, and its surcharge trigger for maintaining a minimum balance, ensure financial stability in the advent of adverse economic conditions.

7. Did the 1995 report on the railroad unemployment insurance system recommend any financing changes to the system?

No financing changes were recommended at this time by the report.

RRB Issuing Statements Of Service

Each year, the U.S. Railroad Retirement Board issues a "Certificate of Service Months and Compensation" (Form BA-6) for every railroad employee who received creditable railroad compensation in the previous calendar year. These annual statements provide employees with a record of their railroad retirement service and compensation credits in the preceding year, as well as their cumulative credits. Also included with this year's forms is summary information on the financial condition of the railroad retirement and unemployment insurance trust funds.

Most employees receive Form BA-6 directly from the Board by mail in late June and early July, although some forms are distributed through employers. Employees who worked for a railroad in 1994, but have not received a Form BA-6 by mid-July, or need a replacement, should contact the nearest Board field office.

It is important that employees review their BA-6 form to see whether their own records of service months and creditable compensation agree with the figures shown on the form. In checking the 1994 compensation total, employees should be aware that only annual earnings up to $60,600 were creditable for railroad retirement purposes in that year, and that $60,600 is the maximum amount shown on the form. To assist employees in reviewing their service credits, the form also shows service credited on a month-by-month basis for 1993, 1992 and 1991, when the creditable compensation maximums were $57,600, $55,500 and $53,400, respectively. In addition, the form designates the rail employers reporting the employee's 1994 service and compensation.

Besides the months of service reported by rail employers, Form BA-6 shows the number of any additional service months deemed by the Board. Deemed service months may be credited under certain conditions for an employee who did not work in all 12 months of the year, but had earnings exceeding monthly prorations of the creditable tier II earnings maximum for the year. However, the total of reported and deemed service months may never exceed 12 in a calendar year, and no service months, reported or deemed, can be credited after retirement, severance, resignation, discharge, or death.

"Employees who have worked for a railroad in 1994, but have not received a form BA-6 by mid-July, or need a replacement, should contact the nearest Railroad Retirement Board office."

-U.S. Railroad Retirement Board

In addition to regular compensation which generally yields service month credits, the form shows miscellaneous compensation, such as taxable sickness payments or some other payments to former employees which provide additional earnings credits but do not provide additional service months credits.

The BA-6 form also shows the cumulative amount of tier II railroad retirement payroll taxes paid by the employee over and above tier I social security equiva-

(Cont. on next page)

Railroad Retirement Information...

(Continued from preceding page)

lent payroll taxes. The Board computes this amount in order to advise employees, after their retirement, of these payroll tax contributions for Federal income tax purposes.

For former employees who received separation or severance payments, the form, in the section designated "Taxable Amount," shows the amount of any separation allowance or severance payments in the last four years that was subject to railroad retirement payroll taxes but did not provide additional tier II service credits. This information is shown on the form because in these circumstances a lump sum, approximating part or all of the tier II taxes deducted from such payments made after 1984, may be payable by the Board upon retirement to employees with 10 years of service. The amount of an allowance included in an employee's regular compensation is shown under "Compensation Amount."

"Any employee who receives Form BA-6 with an incorrect name, address, date of birth or social security number can have the information corrected by contacting the nearest Board field office."

-U.S. Railroad Retirement Board

If there is a name difference, an employee should be aware that the form may not show his or her full surname if the surname exceeds 10 letters, "Junior" or "Senior" was used with the surname, or the employee first worked for a railroad in 1994. Employees may also contact a Board field office to request a detailed breakdown, by year, of all railroad service and compensation credited to them. For most employees, the address and phone number of the Board office serving the employee's area is provided on the form.

The employee must include his or her social security number in the letter. The reverse side of the Form BA-6 explains what other documentation and information should be provided. The law limits to four years the period during which corrections can be made.

Any other discrepancies in Form BA-6 should be reported promptly in writing to:

Director of Research and Employment Accounts
U.S. Railroad Retirement Board
844 North Rush Street
Chicago, Illinois 60611-2092.

U.S. RAILROAD RETIREMENT BOARD
G. L. Bower, J. F. Kever, V. M. Speakman, Jr.
Members

FORM BA-6 (6-95)
CERTIFIED

1994 CERTIFICATE OF SERVICE MONTHS AND COMPENSATION

J J JONES
12 CENTRAL AV
CENTRAL CITY, IL 60000-0000

SERVICE AND COMPENSATION REPORTED FOR PERIOD ENDING DECEMBER 31, 1994

SOCIAL SECURITY NUMBER	BIRTH DATE	SEX
987-65-4320	03-67	M

SERVICE AND COMPENSATION RECORD SUBJECT TO VERIFICATION PERIOD

YEAR	SERVICE MONTHS PROFILE (J F M A M J J A S O N D)	TOTAL MONTHS FOR YEAR: REPORTED	DEEMED	TOTAL	REGULAR COMPENSATION	MISCELLANEOUS COMPENSATION
1994	1 1 1 1 1 1 1 1 1 1 1 1	12	**	12	35,000.00	
1993	1 1 1 1 1 1 1 1 1 1 1 1	12	**	12	32,200.00	
1992	1 1 1 1 1 1 1 1 1 1 1 1	12	**	12	29,800.00	
1991	1 1 1 1 1 1 1 1 1 1 1 1	12	**	12	24,100.00	

CUMULATIVE RETIREMENT RECORD

SERVICE MONTHS: REPORTED	DEEMED	TOTAL	REGULAR COMPENSATION	MISCELLANEOUS COMPENSATION	EMPLOYEE CONTRIBUTION
63	**	63	148,250.00		7,264.25

SEPARATION ALLOWANCE/SEVERANCE PAYMENT SUBJECT TO VERIFICATION PERIOD

YEAR	TAXABLE AMOUNT	COMPENSATION AMOUNT
1994		
1993		
1992		
1991		

YOUR 1994 REPORTING EMPLOYER(S)

The service and compensation shown on this form for 1994 was compiled from report(s) received from the following employer(s):

MIDWEST RR CO

CUMULATIVE SEPARATION ALLOWANCE/ SEVERANCE PAYMENT RECORD

TAXABLE AMOUNT	COMPENSATION AMOUNT

RRB OFFICE SERVING YOUR AREA:

122 MAIN STREET
CENTRAL CITY, IL 60000-0000

PHONE (123) 456-7890

THIS CERTIFICATE HAS NO CASH VALUE. THE INFORMATION SHOWN IS USED TO DETERMINE YOUR BENEFIT ENTITLEMENT.

Sample Railroad Retirement BA-6 Form

Labor History

Social Security: Still A Popular Program

By: Michael Hirsch

Michael Hirsch, a New York-based writer and editor, is a member of the National Writers Union.

Heralded by friends as a boon for the elderly and scorned by opponents as an opening wedge for socialism, the Social Security Act was enacted into law 60 years ago. It became the cornerstone of liberal New Deal legislation, wedding an entire generation of workers to the national Democratic Party.

Frames Social Debate

More than a piece of controversial legislation, Social Security was used by both liberal supporters and conservative critics to frame a debate on the proper role of government in ending America's social problems. That debate continues today.

The origins and workings of Social Security are hardly radical. Explained in conventional terms, the provision for old age pensions and survivor benefits is simply a way of guaranteeing that large numbers of working people would remain as consumers and citizens, rather than as impoverished outsiders and opponents.

Started In Germany

In fact, Social Security legislation originated in Germany in the last century under a conservative government that tried to defuse the trade union movement by stealing its program. In the early part of this century, retirement benefits were common in most advanced industrial countries in Europe, but not in the United States.

Teddy Roosevelt's Progressive Party, in 1912, advocated old age pensions in its election platform. In the 1920s, state laws were adopted setting up "voluntary" savings systems. The Wisconsin law required companies to establish unemployment reserves, and these were targeted solely for the firms' own employees.

When President Franklin Roosevelt signed the Social Security Act into law on August 14, 1935, he suggested that the new law "will give some measure of protection to the average citizen and his family against the loss of a job and against poverty-ridden old age."

While still an insurance program limited to eligible participants paying into a separate fund, and not supported by general revenues, Roosevelt's program was more audacious than state programs, and was meant to resolve national problems on a national level. Its basic provisions are still at the heart of today's Social Security system. As Roosevelt said in 1935, "This law represents a cornerstone in a structure that is being built, but is by no means complete."

"This law will give some measure of protection to the average citizen and his family against the loss of a job and against poverty-ridden old age." -Franklin Roosevelt

Since its inception, Social Security has been significantly expanded in scope and in the number of individuals served by its provisions. While still moderate in comparison to European social welfare, health, training, and education programs, Social Security benefits now include assistance for dependents and survivors; coverage for farmers, farm workers, professionals, and the self-employed; early retirement at age 62; Medicare and Medicaid treatment for the elderly and the indigent; and supplemental income for the aged, blind, and disabled.

Program Attacked

In 1981, the Reagan administration, claiming a mandate to cut federal spending on what it deemed "wasteful" social programs, moved to cut back Social Security protections along with a host of other basic services and social welfare programs. Many of these programs including Social Security had been supported for decades by previous Republican administrations.

While initially successful in cutting aid to education and health, the Reaganites failed to eliminate a key provision of Social Security, the automatic cost of living (COLA) escalator, which guaranteed retirees protection in real dollars against inflation.

How to explain Reagan's failure in this key area? Over the years Social Security has grown so that today it is viewed as a right of citizenship to all retired Americans. To insure that right, a majority coalition comprising more than 200 organizations representing 40 million senior citizens, the blind and disabled veterans, trade unionists, teachers, social workers, religious organizations, women's groups, and civil rights, Black, and Hispanic groups has been effective in protecting Social Security against those who say that benefits to the elderly come at the expense of the young.

Program critics scored a success

(Cont. on next page)

(Continued from preceding page)
when a Reagan-appointed panel's recommendations led to the first taxation of Social Security benefits and a gradual increase in the retirement age for full benefits.

New Threats

Today, Republican legislators have unfairly tried to use the deficit issue to initiate cuts in the Social Security program. They have argued, quite without foundation, that Social Security is contributing to the budget deficit. In fact, Social Security is an insurance program funded through employer and worker contributions, and not through general revenues. The federal deficit would be even more swollen if Social Security was segregated from general revenues.

Right-wing critics also argue that Social Security will shortly go broke. Not true. Since 1937, the Social Security Old Age, Survivor and Disability Trust Funds have taken in $4.3 trillion in contributions and paid out $3.9 trillion, leaving a current surplus of $400 billion.

The main Social Security Trust Funds, which include old age, survivor, and disability insurance, are adequately financed for the next 25 years. Projecting even modest economic growth of some two percent annually, the fund can stay solvent indefinitely. But if reforms are called for, we can begin by taxing income from all revenue, including stock and other investments, and not just the first $61,200 of earned income, as the system currently operates. That will ensure that the wealthy pay their fair share.

The Hospital Insurance Trust Fund, which includes Medicare Part A, faces long-term financial problems because of rising health care costs. Most health care experts agree that the Medicare program needs some serious adjustments. That would include tough federal cost controls on private as well as public health care costs combined with the swift adoption of a Canadian-style single payer health care system.

If there are lessons for today, it is that popular social programs that are targeted broadly and seen to reach and benefit majorities of people will be supported. Attacks upon such programs will be resisted massively and creatively. Perhaps that is the way foundations are built upon.

Memories From A Maintainer's Lifetime...

The following photographs were provided by Katherine Pardue, recent widow of member E.L. Pardue. Signal Maintainer E.L. Pardue (right) pictured with Signal Helper S. Harris, as they prepare for a day's inspection in Mt. Vernon, KY.

In what may have been the first "Take Your Daughter to Work Day," this 1948 photo shows Local 13 member E.L. Pardue relaxing with his daughters, Gwyneth and Sue, before starting his day's work on the L & N Railroad.

Clinton Reappoints Speakman To RRB

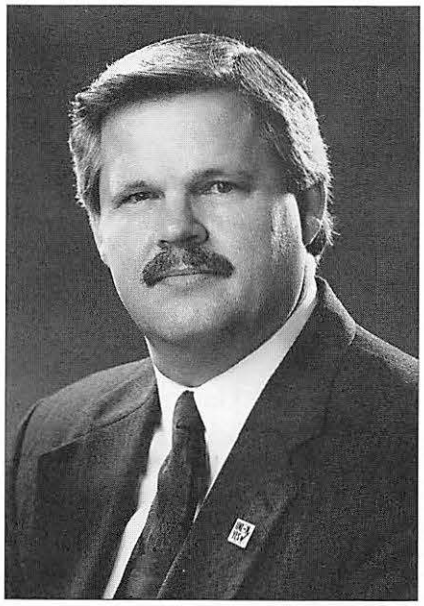
President Clinton has reappointed V.M. Speakman Jr. as Labor Member of the U.S. Railroad Retirement Board. His reappointment, for a term through August 1999, was based on the recommendation of railroad employee organizations and was confirmed by the U.S. Senate on June 26.

Headquartered in Chicago, the Board provides retirement, survivor, disability, unemployment and sickness benefit payments totaling about $8 billion a year, under the Federal Railroad Retirement and Unemployment Insurance Acts, for about 800,000 beneficiaries now on its rolls and 275,000 current rail employees.

Brother Speakman was first appointed to the Board by President Bush on the recommendation of the Railway Labor Executives' Association in 1992.

Prior to his appointment he had been President of the Brotherhood of Railroad Signalmen since 1987. In this position he also served as Vice Chairman of the Railway Labor Executives' Association, Chairman of the RLEA's Committee on Railroad Retirement, and as Secretary-Treasurer of the Transportation Trades Department of the AFL-CIO. Other posts held in the Brotherhood of Railroad Signalmen were Vice President, 1985-87; Director of Research, 1984-85; Grand Lodge Representative, 1979-84; and Local Lodge Chairman, 1977-79.

Brother Speakman began his railroad career as a signalman and



foreman on the Penn Central Railroad. A native of Ohio, he and his family now reside in Schaumburg, Illinois.

Obituaries

ANTHONY S. BOGDEN—retired member of **LOCAL 213.** Brother Bogden retired in 1967 after 25 years of service with the New York Central Railroad. He was a Signal Foreman at Albany, New York at the time of his retirement.

JOHN C. BRULIA SR.—retired member of **LOCAL 18.** Brother Brulia retired in 1981 after 33 years of service with Consolidated Rail Corporation. He was a Foreman at Altoona, Pennsylvania at the time of retirement. Brother Brulia served the Brotherhood as a Local President and Trustee.

LOYD T. CALDWELL—retired member of **LOCAL 72.** Brother Caldwell retired in 1969 after 45 years of service with the Illinois Central Railroad Company and Missouri Pacific Railroad Company. He was a Signal Maintainer at Falls City, Nebraska at the time of his retirement.

ROGER N. FULTZ—retired member of **LOCAL 91.** Brother Fultz retired in 1979 after 31 years of service for the Monon and Louisville & Nashville Railroads. He was a Signalman at Salem, Indiana at the time of his retirement.

MARION W. HAMRICK—active member of **LOCAL 129.** Brother Hamrick was a Signal Maintainer for 35 years for the Burlington Northern Railroad at the time of his death.

RODGER D. JAMIESON—active member of **LOCAL 194.** Brother Jamieson was a Signalman for nine years for the Belt Railway Company of Chicago at the time of his death.

THEODORE A. KAAR—retired member of **LOCAL 23.** Brother Kaar retired in 1976 after 31 years of service for the Rock Island Railroad. He was a Signal Maintainer at Burlington, Colorado at the time of his retirement.

JOHN R. McDONALD—retired member of **LOCAL 31.** Brother McDonald retired in 1984 after 42 years of service with the Baltimore & Ohio Railroad Company. Brother McDonald served the Brotherhood as a General Chairman, Vice General Chairman and Local Chairman.

EVERETT L. PARDUE—retired member of **LOCAL 13.** Brother Pardue retired in 1982 after 43 years of service with the Louisville & Nashville Railroad, Seaboard Coast Line Railroad and CSX Transportation. He was a Signal Maintainer at the time of his retirement.

DALTON J. VINCENT—retired member of **LOCAL 99.** Brother Vincent retired in 1975 after 34 years of service with the Southern Pacific Transportation Company. He was a Signalman on the Lafayette Division T&L line at the time of his retirement.

CLARK L. WARNER—retired member of **LOCAL 108.** Brother Warner retired in 1973 after 46 years of service for the Chicago & North Western Railroad. He was a Signal Maintainer at Malta, Illinois at the time of his retirement.

From The Office Of The Secretary-Treasurer

A request has been submitted to amend the Constitution of the Brotherhood of Railroad Signalmen by referendum, pursuant to Article I, Section 133 and Section 136.

Article I, Section 133 states:

This Constitution may be altered, amended or repealed, (1) at any Convention; (2) by the Grand Lodge upon submission of proposed changes to the Local Lodges for approval; or (3) by the Local Lodges upon submission of proposed changes to a general referendum vote of the membership for approval. All amendments, alterations, or changes of any kind in this Constitution must be submitted in writing, stating the amendment, Article and Section to be amended, and how it will read when amended.

Article I, Section 136 states:

Any Local Lodge in good standing, and by a majority vote of its members present, may submit amendments or alterations to the Constitution; such proposals to be prepared in duplicate, one copy to be deposited with the Grand Board of Trustees and one to be forwarded to the Secretary-Treasurer. The Secretary-Treasurer shall publish such proposal in the next issue of "*The Signalman's Journal*," and if same is then endorsed by five Local Lodges in good standing, no two of which are in the same state, territory or province, and such endorsements are forwarded in writing to the Secretary-Treasurer, he shall submit such proposal to a general referendum vote of the Local Lodges. Such submissions to a referendum vote, however, shall only be made on the second day of January and the first day of July each year, and each Local Lodge shall be allowed sixty days from the date of such submission for the return of its vote. Before any amendment or alteration shall become effective, it must be approved by a majority vote of the Local Lodges submitting the result of their vote to the Secretary-Treasurer. The provisions of this Section 136 shall not be applicable during the year of Convention.

The proposed amendment, submitted by Local 162 reads as follows:

Whereas, action taken at the 1994 convention dealt with our financial situation in the same manner as our Local, State and Federal Governments tend to do, by raising taxes and

Whereas, any attempts to reduce costs were rejected and

Whereas, a signalman, based on 2080 hours per year, with four (4) weeks of vacation, 11 holidays, two (2) personal days and 300 hours overtime, all of which is figured at the prevailing signalman's rate ($15.59) plus $0.65 per hour worked and including the skill pay for 300 hours of overtime would make $40,819.60 and

Whereas, this resolution, if adopted, would result in the President making 50 percent more per year than the signalman described above instead of 94.6 percent more and

Whereas, the Secretary-Treasurer would make 40 percent more per year than the signalman described instead of 57.2 percent more and

Whereas, each of the six (6) Vice Presidents would make 30 percent more per year than the signalman described instead of 49.6 percent more and

Whereas, three (3) Grand Lodge Representatives, after one (1) year of service, would each make 20 percent more than the signalman described instead of 32.9 percent more and

Whereas, the daily rate for Trustees would equal that of the signalman described instead of 14.7 percent more and

Whereas, this reduction in salaries would produce a savings between conventions of $356,042.02 that does not include the savings of reduced payments to the Railroad Retirement fund and

Whereas, this savings, when added to the increased funds to Grand Lodge as a result of the per capita tax increase, would produce an even stronger financial base for our Brotherhood by providing over $552,000 per year in money to be used towards the betterment of our Brotherhood and

Whereas, a stronger financial base for the betterment of our Brotherhood was the reason given for needing the per capita tax increase

BE IT RESOLVED, that Article I, Sections 25 and 26 be amended as follows:

Sec. 25. Officers shall be paid annual salaries, to be adjusted either upward or downward as is the salary of the majority of the membership, as follows:

President	$61,229.40
Secretary-Treasurer	57,147.44
Vice Presidents	53,065.48
Grand Board of Trustees	157.00
(when devoting full time to Grand Lodge work per day)	

Sec. 26. Grand Lodge Representatives shall be paid monthly salaries as follows:

1st 3 months	$3,981.96
2nd 3 months	4,006.96
3rd 3 months	4,031.96
4th 3 months	4,056.96
Thereafter	4,081.96

ENTRY FORM-1995 PHOTO CONTEST
THE SIGNALMAN'S JOURNAL
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MOUNT PROSPECT, IL 60056-9048

Name _____

Local No. _____

Mailing Address:

Street or Box _____

City_____ **State**___ **Zip**_____

Phone ( ) _____

R.R. Employer _____

Job Title _____

Photo Location _____

Photo Description _____

_____

_____

_____

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Please advise us of any changes. If you move or if the mailing label on this issue of The Signalman's Journal fails to reflect a current address or receiving party, please fill out this form, tape or paste the mailing label in the space provided and mail the form to:

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(City) (State) (Zip Code)

Local No._____ **Cert. No.** _____

Active( ) Retired( ) Non-Member( ) Deceased( )
(Check appropriate member status)

Attach mailing label or write information here:

Continuous Membership

The Brotherhood of Railroad Signalmen, in recognition of BRS members' contributions to the Signalman's craft and their dedication to the principle of trade unionism, has established a Continuous Service program to honor longtime BRS members. Continuous service lapel pins are presented to members every five years, beginning with their 25th year of membership.

The following is a list of the members who recently received Continuous Service pins in recognition of their years as BRS members:

45 Years of Service

DD Stahl	229

40 Years of Service

RH Criss	227
M Johnson	52
JM Schuhrke	130
RG Carter	123
DR Jackson	92
RD Peak	227
LA Pratt	102
LF Santino	123
RD Swaney	123
TG Wilson	133

35 Years of Service

RJ Brenner	68
FW Doege Jr	99
VD Parker	225
LR Rose	49
RJ Stumpe	72
GL Bass	214
JH Bowers	45
WF Brown	134
LD Hickman	10
S Nogle	228
JC Smith	92
RE Smith Jr	31

30 Years of Service

N Deluca Jr	58
JA Bees	109
H Coutant	8
RD Deason	174
CE Gordon	31
FD Spaulding	10
E Whiteman	228
IK Wright	156
GW Bradley	16
HM Huntley	33
JE Lucas	31
WT McCuiston	16
RM Moser	8
GE Riley	68
DO Semmens	18
FD Hardy	14
GD Harris	28
RL Hudnall	2
TJ Murphy	56
RB Squires	14

25 Years of Service

EJ Agnew	103
SS Argyle	24
ME Conlin	56
G Duman III	99
JM Forsman	92
GT Fortin	34
PH Franzel	123
R Garcia	99
RS Graham	16
NJ Grimnes	153
AC Keelin	104
RH Lang	182
ED Martell	188
RW Minter	226
SD Perry	123
JT Reynolds	230
EJ Talley	49
JN Baker	141
EH Bashauer	56
L Cole	64
WM Davis	188
GL Decker	65
RE Deemer	77
JM Delozier	105
JP Doherty	72
RJ Estrom	7
RJ Ford	64
RJ Kidder	99
RA Landis	31
GL Pate	110
RW Steinman	103
GA Young	129
WS Brougher	105
TL Casperson Sr	52
RR Corley	141
KA Crawford	84
DW Creech	103
JC Davis	49
JD Davis	49
JS Duplichan	206
DD Edwards	72
JA Falvo	84
ML Gleason	72
RC Harris	163
GA Hastings	154
RG Heiney	129
GW Luttrell	56
LE Moerke	15
JS Molenda	87
RS Napiorski	60
LA Roberts	87
JC Rutten	154
JL Smith	94
JT Southard Jr	56
AH Steinbacher	57
MJ Swindell	16
JB Swopes	183
KE Turner	228
DW White	72
RE Wright	126
WR Reustle	49
JL Hague	72

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Street or Box _____

City_____ **State**___ **Zip**_____

Phone ( ) _____

R.R. Employer _____

Job Title _____

Photo Location _____

Photo Description _____

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The following is a list of the members who recently received Continuous Service pins in recognition of their years as BRS members:

45 Years of Service

DD Stahl	229

40 Years of Service

RH Criss	227
M Johnson	52
JM Schuhrke	130
RG Carter	123
DR Jackson	92
RD Peak	227
LA Pratt	102
LF Santino	123
RD Swaney	123
TG Wilson	133

35 Years of Service

RJ Brenner	68
FW Doege Jr	99
VD Parker	225
LR Rose	49
RJ Stumpe	72
GL Bass	214
JH Bowers	45
WF Brown	134
LD Hickman	10
S Nogle	228
JC Smith	92
RE Smith Jr	31

30 Years of Service

N Deluca Jr	58
JA Bees	109
H Coutant	8
RD Deason	174
CE Gordon	31
FD Spaulding	10
E Whiteman	228
IK Wright	156
GW Bradley	16
HM Huntley	33
JE Lucas	31
WT McCuiston	16
RM Moser	8
GE Riley	68
DO Semmens	18
FD Hardy	14
GD Harris	28
RL Hudnall	2
TJ Murphy	56
RB Squires	14

25 Years of Service

EJ Agnew	103
SS Argyle	24
ME Conlin	56
G Duman III	99
JM Forsman	92
GT Fortin	34
PH Franzel	123
R Garcia	99
RS Graham	16
NJ Grimnes	153
AC Keelin	104
RH Lang	182
ED Martell	188
RW Minter	226
SD Perry	123
JT Reynolds	230
EJ Talley	49
JN Baker	141
EH Bashauer	56
L Cole	64
WM Davis	188
GL Decker	65
RE Deemer	77
JM Delozier	105
JP Doherty	72
RJ Estrom	7
RJ Ford	64
RJ Kidder	99
RA Landis	31
GL Pate	110
RW Steinman	103
GA Young	129
WS Brougher	105
TL Casperson Sr	52
RR Corley	141
KA Crawford	84
DW Creech	103
JC Davis	49
JD Davis	49
JS Duplichan	206
DD Edwards	72
JA Falvo	84
ML Gleason	72
RC Harris	163
GA Hastings	154
RG Heiney	129
GW Luttrell	56
LE Moerke	15
JS Molenda	87
RS Napiorski	60
LA Roberts	87
JC Rutten	154
JL Smith	94
JT Southard Jr	56
AH Steinbacher	57
MJ Swindell	16
JB Swopes	183
KE Turner	228
DW White	72
RE Wright	126
WR Reustle	49
JL Hague	72

FELA Directory - BRS Counsel

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W. D. Pickett, President, Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

***Bold** print denotes additions or changes since the last issue of the Journal.*

ALABAMA
Clarence M. Small, Jr.
1700 Financial Center
505 N. 20th St.
Birmingham, AL 35203-2607
Tel. (205) 328-8141
800-821-2994 (AL), 800-223-6159

CALIFORNIA
James F. Gilwee
700 E Street
Sacramento, CA 95814-1209
Tel. (916) 441-2980
800-345-2889 (CA), 800-445-2889

Jay A. Kaplan
5909 W. 3rd St.
Los Angeles, CA 90036
Tel. (213) 930-2744, 800-552-7526

CALIFORNIA (Cont.)
Frederick L. Nelson
414 - 13th St.
Oakland, CA 94612-2603
Tel. (510) 451-6732
800-448-7575 (CA), 800-447-7500

COLORADO
John J. Rossi
12203 East 2nd Ave.
Denver, CO 80011-8399
Tel. (303) 366-3501
800-421-6859 (CO), 800-325-4014

ILLINOIS
Frank W. Petro
1310 S. Michigan Ave., Suite 1310
Chicago, IL 60604
Tel. (312) 362-9596, 800-472-5729

MASSACHUSETTS
Robert T. Naumes
60 State St.
Boston, MA 02109
Tel. (617) 227-8444
800-431-4600

MINNESOTA
Robert N. Stone
565 Northstar East,
608 Second Ave. South
Minneapolis, MN 55402
Tel. (612) 339-4511, 800-328-4340

MISSOURI
Daniel Sawyer
106 West 14th St., 25th Floor
Kansas City, MO 64105-1992
Tel. (816) 221-5666, 800-821-5257

Drew C. Baebler
Suite 520
900 Walnut Street
St. Louis, MO 63102
Tel. (314)-241-7700, 800-682-4529

NEW MEXICO
Jay Thomas Youngdahl
2929 Coors Blvd., N.W., Suite 201
Albuquerque, NM 87120
Tel. (505) 836-7446
800-256-8072

NEW YORK
Ira M. Maurer
122 E. 42nd St., Suite 1515
New York, NY 10168-0132
Tel. (212) 986-4921

OHIO
James B. Blumenstiel
261 W. Johnstown Rd.
Columbus, OH 43230
Tel. (614) 475-9511
800-346-5728 (OH)
800-346-5729

OHIO (Cont.)
Harold S. Stern
1400 Renaissance Center
1350 Euclid Avenue
Cleveland, OH 44115
Tel. (216) 781-1700, 800-321-1700

OREGON
Monte Bricker
1300 American Bank Building
621 S.W. Morrison St.
Portland, OR 97205-3816
Tel. (503) 226-1151, 800-547-8811

PENNSYLVANIA
Joseph A. Coffey, Jr.
Two Bala Plaza, Suite 718
Bala Cynwyd, PA 19004
Tel. (215) 668-9800
800-336-2500 (PA), 800-334-2500

Michael Y. Kleeman
The Carlton House, Suite 350
1819 John F. Kennedy Blvd.
Philadelphia, PA 19103
Tel. (215) 963-0187
800-221-5697

Paul Moses
1311 Frick Building
Pittsburgh, PA 15219
Tel. (412) 471-3740

TEXAS
Weldon Granger
10000 Memorial Dr., Suite 888
Houston, TX 77024
Tel. (713) 668-0230
800-392-0620 (TX)
800-231-3359

UTAH
Brent O. Hatch
10 West Broadway, Suite 400
Salt Lake City, UT 84101
Tel. (801)-363-6363, 800-574-6310

VIRGINIA
Willard Moody, Sr.
Commerce Bank Building, Suite 300
500 Crawford Street
P.O. Box 1138
Portsmouth, VA 23705
Tel. (804) 393-4093, 800-368-1033

Eddie W. Wilson
1294 Diamond Springs
P. O. Box 5369
Virginia Beach, VA 23455
Tel. (804)460-7776, 800-752-0042

WASHINGTON, D.C.
Larry Mann
400 North Capitol St. N.W., Suite 851
Washington, DC 20001
Tel. (202) 298-9191
800-747-6266

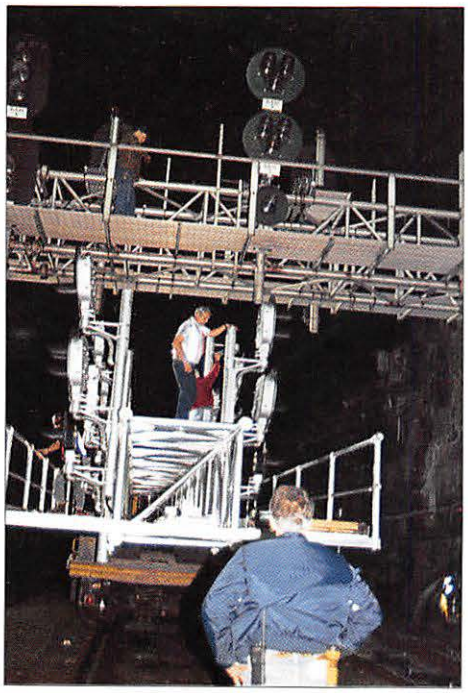
Signal Bridge Replacement on the Port Authority Trans Hudson (PATH) Railroad

*Signal bridge construction at "C" Yard. All photographs submitted by **L. Dickerson**, Signal Repairman, Local 60.*

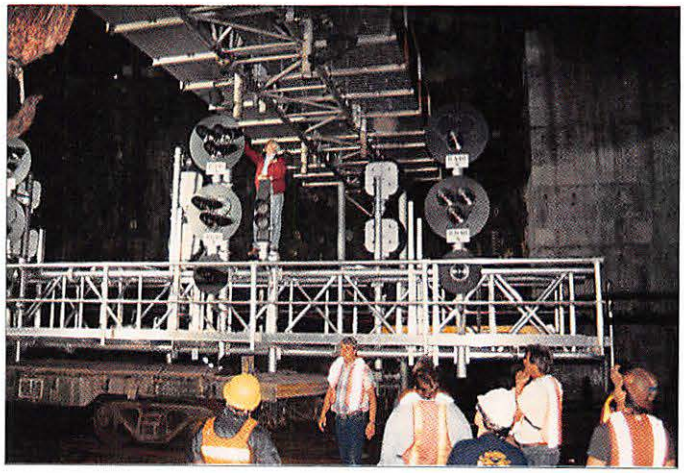
Completed signal bridge ready for transportation to new installation site.

PATH signalman constructing signal heads for installation on new signal bridge.

The new signal bridge being transported by flatcar to the new signal location.



Left: As with any major project, problems arose. While traveling to the new signal location it is discovered that the flat-car will not clear the existing signal bridge.



Above: Because neither the old nor the new signal bridge could be raised or lowered, the solution was to have a signalman cut the offending pipe off with a gas powered saw.

Signal Bridge Renewal on the PATH Railroad

Above: PATH signalmen inspect and test all signals for final cutover.

Right: After a job well done, PATH Signal Foreman P.Healy waves good-bye.

CLOTH EMBLEM of BRS logo has white letters with red and black border, steam and diesel locomotives and green-over-red searchlight signal. Ideal for hats and jackets!

COASTERS are 3-inch diameter plastic with full-color BRS logo.

BRS MASTER NATIONAL AGREEMENT BOOK contains the basic provisions of national agreements negotiated with U.S. railroads and the BRS. The loose-leaf binder with 2-inch rings makes it easy to update or add additional materials, such as local agreements.

RS&I—HOURS OF SERVICE MANUAL contains vital information that every signalman should know about the federal regulations governing the Rules Standards and Instructions of Signal and Train Control Systems. The Hours of Service Act is included with an explanation and interpretation of the Act as prepared by the FRA. This manual is printed and distributed by the BRS for BRS members.

SIGNAL TRAINING COURSE as developed by Canadian National Ry., is used in signal training programs by many U.S. railroads. This modern premier training manual contains 4 volumes and 31 sections in one 3-inch binder. (copyrighted)

HISTORY OF THE BRS, *"THE FIRST 75"* as written by the late A. E. Lyon, who was BRS president 1934-1945. Contains the Brotherhood's history from its formation in 1901 through 1976. BRS members will enjoy reading about their Brotherhood's history and development.

NEW! BELT BUCKLE made of solid brass with BRS logo.

NEW! KEY TAGS made of solid brass with BRS logo and bound leather backing.

LAPEL PIN/TIE TACK has the BRS searchlight signal logo with outline and letters in gold. 5/8" in diameter. Makes an ideal hat pin!

DECALS have the BRS searchlight logo and are available in two diameter sizes - 2" & 4". The 2" decals have a **reflective** image of the BRS searchlight signal and are the perfect size for hard hats. The 4" decals have a **non-reflective** image of the BRS searchlight signal and are the perfect size for windows and bumpers. These pressure-sensitive decals are long-lasting and easy to apply.

GOLF CAPS have the BRS cloth colorlight emblem stitched to the front. Made of medium-weight cotton, they have an adjustable head band and come in three attractive colors.

GOLF SHIRTS are made of a cotton/polyester blend and have the BRS colorlight logo embroidered in red and green. These comfortable shirts have a right hand breast pocket and are available only in white and in men's sizes.

WINDBREAKERS made of light-weight red nylon, have the cloth BRS colorlight emblem, two slash pockets, elastic wrist band and a bottom drawstring.

SPORTS STYLE JACKETS have a medium-weight polyester/cotton blend shell with a nylon lining, elastic wrist and waist bands. Embroidered four-color BRS emblem. Available in light grey only.

Minimum order accepted is $15.00 (U.S. Funds)

Make check or money order payable to:
Brotherhood of Railroad Signalmen

Mail payment and order to:
Brotherhood of Railroad Signalmen
Box U
Mount Prospect, IL 60056-9048

NAME _____

CERTIFICATE NUMBER _____

STREET _____

CITY _____

STATE / ZIP _____

The
Signalman's Store
ORDER FORM

Please send me the following:

Item		Quantity Ordered	Price Each	Total $
Cloth Emblems			$ 1.50	
Coasters			.35	
BRS Master National Agreement (loose-leaf binder)			10.00	
RS&I—Hours of Service Manual			2.50	
Signal Training Course CN Edition — 4 volumes with binder			50.00	
History of the BRS *"The First 75"*			10.00	
Belt Buckle			12.00	
Key Tags			7.00	
Lapel Pin / Tie Tack			4.50	
Ref. Decals	2-inch		.25	
Non-Ref.Decals	4-inch		.20	
Golf Caps	Black		6.00	
	Red		6.00	
	Grey		6.00	
Golf Shirts	Med.		19.00	
	Large		19.00	
	X-Lg.		19.00	
Wind-breakers	Small		20.00	
	Med.		20.00	
	Large		20.00	
	X-Lg.		20.00	
Sports Style Jackets	Med.		45.00	
	Large		45.00	
	X-Lg.		45.00	
	XX-Lg.		45.00	
TOTAL AMOUNT ENCLOSED				

BRS BENEFITS DIRECTORY

Where to file claims for all Travelers Insurance policies except Plan D:

	Residents of:	
The Travelers P.O. Box 2511 Augusta, GA 30903-2511 **1-800-842-5252**	Connecticut Delaware Dist. of Columbia Florida Georgia Maine Maryland Massachusetts New Hampshire New Jersey	New York North Carolina Pennsylvania Puerto Rico Rhode Island South Carolina Vermont Virginia West Virginia
The Travelers P.O. Box 1200 Lansing, IL 60438-0965 **1-800-842-5252**	Illinois Indiana Iowa Kentucky Michigan Minnesota	North Dakota Ohio South Dakota Tennessee Wisconsin
The Travelers P.O. Box 30985 Salt Lake City, UT 84130-0985 **1-800-842-5252**	Alaska Arizona California Hawaii Idaho Montana	Nevada Oregon Utah Washington Wyoming
The Travelers P.O. Box 660145 Dallas, TX 75266-0145 **1-800-842-5252**	Alabama Arkansas Colorado Kansas Louisiana Mississippi	Missouri Nebraska New Mexico Oklahoma Texas

Where to file claims for Travelers Plan D (Under Policy GA-23111):

	Residents of:	
The Travelers P.O. Box 10066 Augusta, GA 30903-2511 **1-800-833-4455**	Alabama Connecticut Delaware Dist. of Col. Florida Georgia Illinois Indiana Kentucky Maine Maryland Massachusetts Michigan Mississippi	NewHampshire New Jersey New York North Carolina Ohio Pennsylvania Puerto Rico Rhode Island South Carolina Tennessee Vermont Virginia West Virginia
The Travelers P.O. Box 30050 Salt Lake City, UT 84130 **1-800-833-4455**	Alaska Arizona Arkansas California Colorado Hawaii Idaho Iowa Kansas Louisiana Minnesota Missouri Montana	Nebraska Nevada New Mexico North Dakota Oklahoma Oregon South Dakota Texas Utah Washington Wisconsin Wyoming

Travelers Policy GA-23000
Patient Advocate Program:
1-800-842-4555

Travelers Silent Witness Program -
To report suspected billing fraud:
1-800-666-FRAUD

Mental Health and Substance Abuse Benefits

For treatment, claims or inquiries call:

Value Behavioral Health
(VBH)
800-934-7245
(800-934-RAIL)

Supplemental Sickness Benefits under Group Policy No. R-5000

Where to file claims:

Provident Insurance Co.
Group Claims - Franchise Division
P.O. Box 182526
Chattanooga, TN 37402
1-800-542-4231
Fax: (615) 499-3429

Dental Benefits under Group Policy No. GP-12000

Where to file claims:

Aetna Life Insurance Company
P.O. Box 120
Grand Rapids, MI 49501-0120
(616) 942-6400

Prescription Drug Benefit

$2.00 co-payment for generic, $6.00 co-payment for brand name prescriptions up to 30 days at more than 30,000 participating pharmacies. $5.00 co-payment for mail order prescriptions up to 90 days. Available to members covered under Travelers plans GA-23000, GA-23111 Plan D, and GA-46000.

National Rx
1-800-842-0070

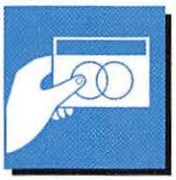
BROTHERHOOD OF RAILROAD SIGNALMEN
FOUNDED 1901
AFL-CIO

BRS UNION PRIVILEGE PROGRAMS

You get these money-saving benefits because you belong to the BRS

And they're provided by the Brotherhood, not your employer, as another benefit of union membership. These benefits can help you and your family save money on the products and services you use at home.

This package of benefits has special features designed just for BRS members. There is nothing else like it anywhere in the country.



MASTERCARD®

A union credit card with low interest rate, no annual fee. You can apply for the Union MasterCard, which has a low variable rate, no hidden fees and a unique union design. This card is ideal if you don't pay off your bill each month. It can save you about $100 a year versus other higher-rate cards, even those with grace periods.

- One of the nation's lowest interest rates
- No annual fee
- No fees for ATM use, cash advances, checks
- "Re-review" available if you are denied
- Interest charged from date of transaction. Typical grace period cards also charge interest from date of transaction if you don't pay off your bill in full each month.

SECURED CARD

A special MasterCard available to help establish or re-establish credit. The Secured MasterCard can help you if you have been turned down for the Union MasterCard, or if you need to establish or repair your credit. You are granted a card after you make a deposit in an interest-bearing savings account. By paying your bills on time for two years, you can get the regular Union MasterCard.

- No application fees
- Competitive fixed Annual Percentage Rate (APR)
- Low annual fee
- This card helps you build or repair your credit record
- "Graduation" to standard MasterCard after 24 months of on-time payments

MORTGAGE AND REAL ESTATE PROGRAM

Buying, selling, refinancing made easier, more affordable. This program can help you, your children and your parents take care of the complete mortgage and real estate process. The whole application process is handled over the phone. And you'll get assistance from expert mortgage counselors.

- Special help available for qualified first-time home buyers
- Discount on Century 21® Real Estate sales commissions
- Extra savings if you both buy and sell a home through the program
- Special assistance if you have a program mortgage and are out of work because of a prolonged strike, layoff or disability
- Convenience of applying by phone — no trips to a mortgage office

LEGAL SERVICE

Free and discounted legal assistance. This service allows you to consult an attorney on personal legal matters or to prevent a legal problem. Union-approved lawyers at over 900 law offices nationwide are available for free legal consultations of up to 30 minutes. More complex legal matters are handled at a 30 percent discount.

- No enrollment fee
- Free review of select documents
- Free 30-minute consultation — in person or over the phone
- Free follow-up letter or phone call
- 30 percent discount on additional services

Another Benefit of Union Membership

BRS-REG4-695

LOAN PROGRAM

Lower-rate, longer-term loans. This benefit allows you to apply for a low-interest, unsecured personal loan for unexpected expenses or to pay off other bills. The program is ideal if you want to avoid paying high rates on finance-company loans.

- Personal loans from $2,500 to $15,000 with repayment terms of up to seven years
- Lower rates and longer terms mean lower monthly payments
- Convenience of applying for a loan from home
- Skip-payment option available when you need it
- Cash refunds for automatic account withdrawal payments

UNION DRIVER & TRAVELER

Special motor-club, car-repair and travel-club benefits. This program offers a unique combination of money-saving benefits for much less than any one of these benefits would cost alone. Compare Union Driver & Traveler to your local American Automobile Association (AAA) — chances are your union's program offers you more for your money.

- One low annual membership fee covers you, your spouse and your children living at home — unlike other motor clubs that charge extra for additional drivers
- Emergency towing and roadside assistance
- Savings on auto repair and maintenance services
- Cash back on air travel purchased through the program

UNION FAMILY $AVERS

Save on everyday consumer products and services. This family of discounts help you save on everything from hearing health care to car rentals and more! Whether it's planning for your son's or daughter's college education, or planning a trip to a theme park, these discounts can help.

- 20 percent off the daily member benefit rate, plus other discounts on Hertz car rentals
- Magic Kingdom Club, Universal Studios Fan Club, Anheuser-Busch Theme Park discounts
- Prescriptions By Mail
- Plus many more bargains, discounts and deals

FOR MORE INFORMATION: 1-800-452-9425

Union Privilege Legal Service Tops Popularity List Among Members

Union member inquiries regarding the Legal Service surpassed interest in any other Union Privilege program, according to the latest call volume reports generated by Union Privilege's member service center.

Inquiries regarding the Legal Service topped 30,000 for the period January through June 1995, reports reveal. Union Privilege's Union MasterCard program, which usually generates the most queries from members, came in second with over 25,400 inquiries, and the Union Family Savers program came in third with over 24,500 inquiries.

"We attribute the high number of Legal Service inquiries to the 'free' aspect of the program," said Union Privilege President Charles McDonald. "According to surveys, 75 percent of the matters brought to lawyers through the Legal Service are handled without charge, and this appeals to members," he added. "Often they hear about the program from their local leader or from other members, and they call us to find out more."

Union Privilege's Legal Service is similar to legal programs offered in the general marketplace; the main difference is that the union program is available for free whereas other programs typically charge $100 annual membership fees.

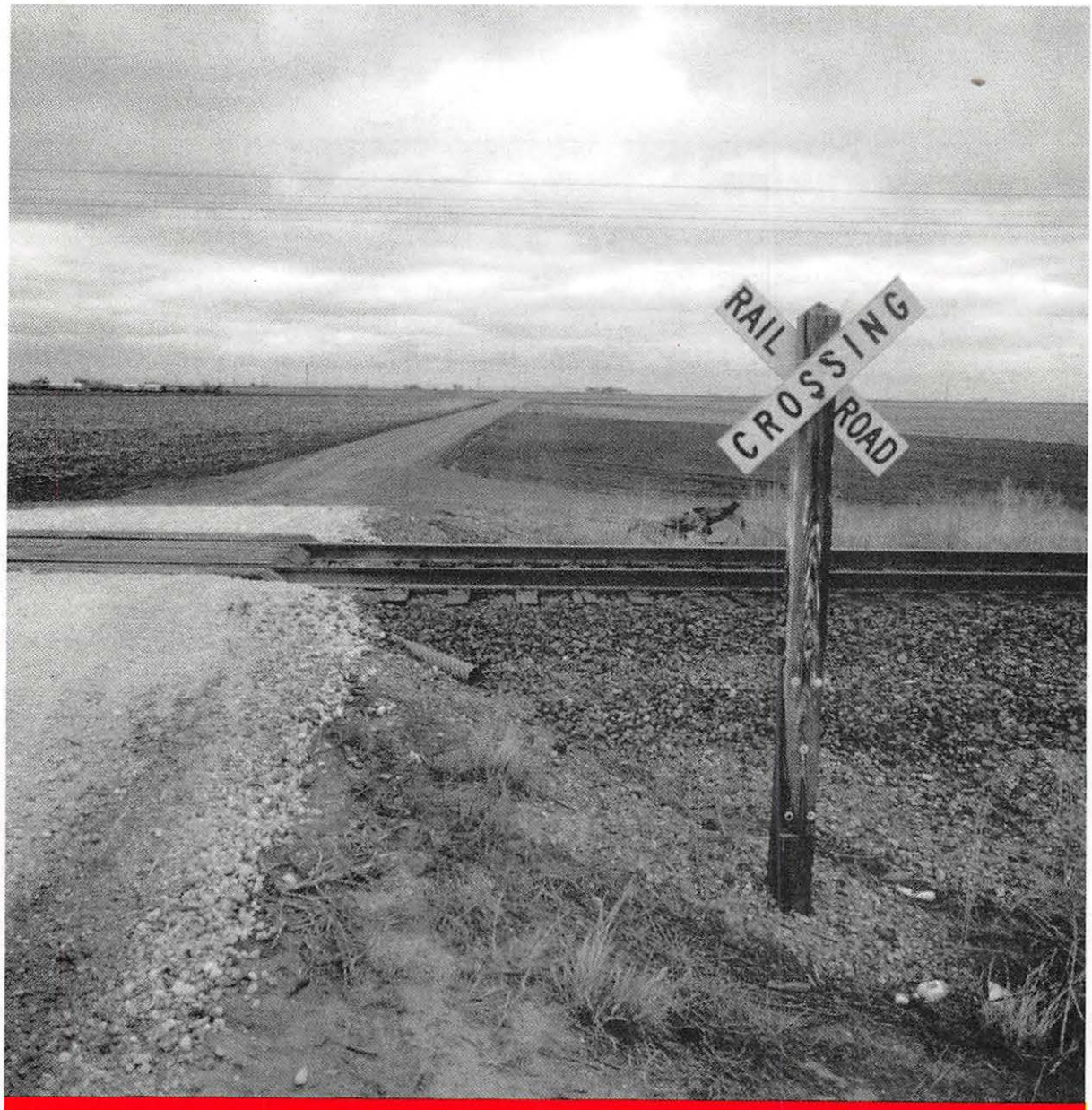
The Legal Service offers members of participating unions a free consultation with an attorney — in person or over the phone — for up to 30 minutes. If the member's attorney thinks a letter or a phone call can solve the problem, then it will be taken care of — for free.

If the member needs more in-depth legal assistance, he or she is eligible for a 30 percent discount on all services provided. The program also offers a free review of personal documents — including leases, insurance policies or sales contracts — at no charge (some limitations apply).

The Union Privilege Legal Service does not cover matters involving union-related organizations or officials. Lawyers are not obligated to take a case and may decline if they choose.

The Union Privilege programs are accessible to members of participating unions via the member service center's toll-free hotline, which has dramatically increased in popularity since it was installed two and a half years ago. So far, the number has generated nearly 300,000 calls from members — and over 90,000 calls this year alone.

For details on the Legal Service or any other Union Privilege programs, or for the names of participating attorneys by area, contact your local leader or call the member service center at **1-800-452-9425**.



Sometimes The Deadliest Intersections Aren't The Busiest.

There are no flashing lights. There is no crossing gate. No, most highway-rail crossings in America are marked just like this one — with the familiar railroad crossing "crossbuck" sign. Everywhere it stands, the crossbuck delivers a simple, life-saving message. And what it says is this: *"at absolutely any time, there may be a train on this track."* Now that may seem obvious, but apparently it's not.

Last year alone, there were over 2,000 car-train crashes at crossings marked with only a crossbuck. And about half of those crashes left people dead or maimed for life. So please, when you see a crossbuck, treat it as a "yield" sign. Slow down, look, listen and stop if you see or hear a train. That will keep even the quietest intersection peaceful. And it will keep you and the people you are driving alive.

US Department of Transportation

always expect a train

OPERATION LIFESAVER
1-800-537-6224